

SAP.C_P2W81_2505.v2026-02-09.q38

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NEW QUESTION: 1

Which condition must be used for the Jobinfo_FTE_Comp rule?

- A.
- B.
- C.
- D.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

A. Go to <hris-field id="cost-center"> then add filter="true"

- B. Go to <custom-filters> then add cost-center
- C. Go to <dg-filters> then add cost-center
- D. Go to <hris-element="jobinfo"> then add dg-filter="true"

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 3

How do you set the event date in Compensation Information for the JobInfo_FTE_Com p cross-entity rule?

- A. ☐ Then
Set Compensation Information Model.Event Date.Value to be equal to Compensation Infor
- B. ☐ Then
Set Spot Bonus Model.Employment Details Model.Job Information.Event Date to be equal to Spot
- C. ☐ Then
Set Job Information Model.Employment Details Model.Compensation Information Event Date
The rule selects one entry from the collection "Compensation Information" where...
- D. ☐ Then
Set Compensation Information Model.Employment Details Model.Job Information.Event Date

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

What tags are supported in alert messages? Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[EVENT_REASON]]
- C. [[SUBJECT_USER]]
- D. [[RECIPIENT_NAME]]

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- A. Join By Column
- B. One-to-one
- C. Composite
- D. Valid-When

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A.** By selecting in Step 1: Position Relationship - Parent Position - Source By selecting in Step 2: Position Relationship - Parent Position - Target
- B.** By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target
- C.** By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target
- D.** By selecting in Step 1: Role - Self-Source By selecting in Step 2: Role - Manager - Target

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A.** Nominate a successor for a position
- B.** Create a lower-level position
- C.** Create a job requisition for a vacant position
- D.** Mass copy positions
- E.** Run a mass change to update positions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A.** By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- B.** By association, using the coountryOfRegistration.code in the Source Filter Criteria
- C.** By association, using the 3-letter ISO code of the country in the Condition Values
- D.** By association, using the coountryOfRegistration.code in the Condition

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 9

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- A.** Dynamic Group
- B.** Manager
- C.** Dynamic Role
- D.** Role

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 10

What base object must you use for the Jobinfo_FTE_Comp rule?

- A. Job Information Model
- B. Non Recurring Pay Component Model
- C. Compensation Information Model
- D. Compensation Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Personal Id External
- B. Event Date
- C. Username
- D. User Id

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 12

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a composite association to the Legal Entity object
- B. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- C. As a generic object with a Valid When association to the Legal Entity object
- D. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

How are business rules handled in Employee Central Quick Actions?

- A. onView rules are supported when the fields are included in the template.
- B. The system supports all onSave rules.
- C. onChange rules are supported when the fields are included in the template.
- D. The system does NOT support onPostSave rules.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 14

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Edit/Insert
- B. Job Information Actions > View History

C. Edit Link > Edit/Insert

D. Job Information Actions > Correct

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Fields in the termination screen are configured in which hrselement?

A. Compensation Information

B. Employment Information

C. Personal Information

D. Job Information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Which optional features CANNOT be combined in a workflow?

A. Remind in days and Auto-approval

B. Auto-approval and Escalation

C. Delegation and Escalation

D. Delegation and Remind in Days

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

The manager has the ability to change the salary during the workflow.

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

A. Edit without Route Change

B. No edit

C. Edit with Route Change

D. Edit Attachment Only

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 18

To which Job information field will you assign the Default_JobClass rule?

- A. Employee Class
- B. Job Code
- C. Job Title
- D. Pay Grade

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 19

How do you configure alert recipients?

- A. Recipients are configured as workflow contributors.
- B. Recipients are configured within the EC Alerts business rule.
- C. Recipients are configured in Manage Data.
- D. Recipients are configured as workflow approvers.

Answer: (SHOW ANSWER)

NEW QUESTION: 20

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

- A.
- B.
- C.
- D.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 21

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Job Information
- C. Personal Information
- D. Work Permit Information

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 22

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new event.
- B. Add a new language translation.
- C. Change the labels.

- D. Change the external_code of an event.
- E. Change the status.

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 23

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onInit; Base Object: Standard Hours
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onChange; Base Object: Employee Information

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 24

In which scenario will Approver Replacement logic automatically assign the subject user's manager as the step approver?

- A. When the subject user is listed as an approver in the workflow
- B. When a workflow involves the Position object
- C. When the administrator inserts the approver step in the Manage Workflow Requests
- D. When the subject user's manager is already an approver

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 25

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 26

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must check if the event reason value is $\neq$ NULL, then skip the event reason derivation.
- B. The first IF clause must be blank.
- C. The first IF clause must check if the event reason value is $=$ NULL, then skip the event reason derivation.

D. The first IF clause must be set to Always True.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

What is the four-eye principle in workflows?

- A. It prevents workflows from having more than four approvers.
- B. It skips the succeeding approvers when there are more than four approvers in a workflow.
- C. It prevents the initiator from being an approver.
- D. It requires workflows to have at least four approvers.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 28

Which action in the THEN statement is used for propagation?

- A. Raise
- B. Set
- C. Create
- D. Execute

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 29

Which action in the THEN statement is used for propagation?

- A. Create
- B. Execute
- C. Raise
- D. Set

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 30

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- B. The system validates if the destination object has effective dating set to From Parent.
- C. The system validates if the destination object has effective dating set to Basic.
- D. The system validates if the destination object has effective dating set to None.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more

fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality).

Why is that?

- A.** The manager has transactions pending approval permission for Personal Information.
- B.** In the workflow, Respect Permissions was set to No for the notification line to the manager.
- C.** The manager's approver context is set to Source.
- D.** There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 32

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A.** Picklist Code
- B.** Picklist Value External Codee
- C.** Picklist Value ID
- D.** Legacy Picklist ID

Answer: C (LEAVE A REPLY)

NEW QUESTION: 33

Manager A initiated a job code change for Employee X with an effectivity date of January 15.

Another manager initiated the same request, but for January 30.

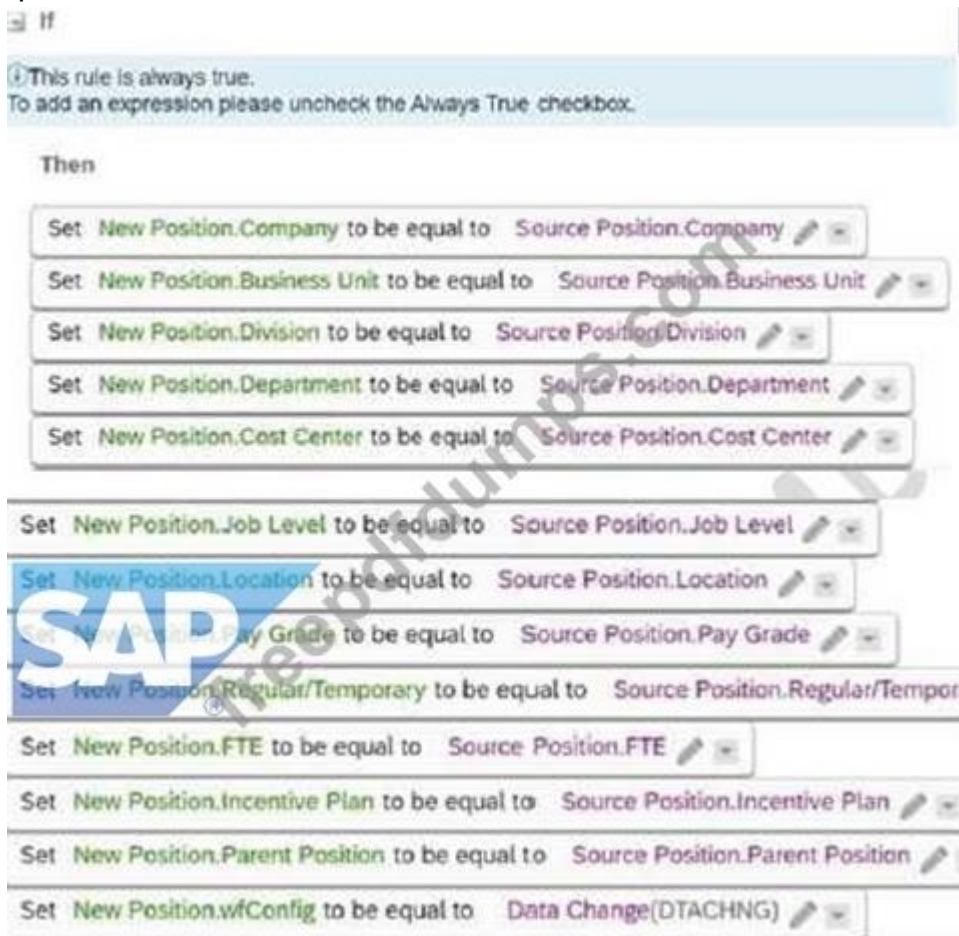
What happens to the workflows triggered by both transactions?

- A.** The system will cancel the first workflow.
- B.** The system will cancel the second workflow.
- C.** The system will reject both workflows.
- D.** The system will allow both workflows to continue.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 34

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.



- A. The workflow configuration should NOT be included in the business rule.
- B. The Company field should NOT be included in the business rule.
- C. The Parent Position field should NOT be included in the business rule.
- D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

In which order must you assign the rules?

- A. ERD1, ERD2, ERD3, WFD, ERRD-Catch
- B. ERD-Catch, ERD1, ERD2, ERD3, WFD
- C. ERD1, ERD2, ERD3, ERD-Catch, WFD
- D. WFD, ERD1, ERD2, ERD3, ERRD-Catch

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

Which rule scenario in SAP SuccessFactors Employee Central can you use to display warning messages for HRIS Elements?

- A. Trigger onChange rules for HRIS Elements
- B. Generate Employee Central Alerts
- C. Trigger onSave rules for HRIS Elements
- D. Validate HRIS Elements

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an XML FO and another XML FO.
- B. All custom associations should be built as one-to-many.
- C. All custom associations should be built between an MDF FO and another MDF FO.
- D. All custom associations should be built as one-to-one.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. A user can have multiple user ids.
- B. Once generated, you CANNOT change a user id.
- C. Once generated, you CANNOT change a person id external.
- D. A user can have only one person id external.
- E. A user can have only one user id.

Answer: A,B,D ([LEAVE A REPLY](#))

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