Latest Version: 6.0

Question: 1

With which location record can a legal entity record with an effective start date of today be associated?
Note: There are 2 correct answers to this question.

A. A location record with an effective start date of 01/01/1900
B. A location record with an effective start date of 1 month ago
C. A location record with an effective start date of today
D. A location record with an effective start date of 1 month from now

Answer: A,B

Question: 2

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this Question.

A. personalInfo and globalInfo
B. compInfo and payComponentRecurring
C. personInfo and globalInfo
D. jobInfo and organizationInfo

Answer: A,B

Question: 3

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 workflow triggered by the second transaction will override the request of the first transaction.
B. The system will reject both workflows.
C. The workflow triggered by the first transaction will override the request of the second transaction.
D. The system will allow both workflows to continue.

Answer: D

Question: 4

Which permission controls a user

A. Edit Link > Edit/Insert
B. Job Information Actions > View History
C. Job Information Actions > Edit/Insert
D. Job Information Actions > Correct

Answer: B

Question: 5

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

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

Answer: B,D

Question: 6

A local Job Information field must be added. Where do you add a field that pertains to a country NOT yet configured in the data model?

A. Country-specific Corporate Data Model
B. Country-specific Succession Data Model
C. Succession Data Model
D. Country/region object definition

Answer: B

Question: 7

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

A. Set Import rule context to Yes.
B. Set Mass Changes rule context to No.
C. Set Mass Changes rule context to Yes.
D. Set Import rule context to No.

Answer: B

Question: 8

What tags are supported in Alert Messages? Note: There are 2 correct answers to this Question:.

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

Answer: A,C,D

Question: 9

What is the data type of the Currency field on the Legal Entity object?

A. Generic object
B. Picklist
C. Foundation object
D. Enum

Answer: A

Question: 10

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

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

Answer: A