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**SAP Certified Associate - SAP SuccessFactors Employee
Central Core**



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Product Version

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Latest Version: 6.0

Subjects

1. Employee Central Core
2. Position Management
3. Scenario 1: HR Transaction Rules
4. Scenario 2: Approvals for Self-Service

Topic: 1
Employee Central Core

Question: 1

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

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

Answer: A

Employee Central Core

Question: 2

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

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

Answer: A, B

Employee Central Core

Question: 3

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

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

Answer: A, C

Employee Central Core

Question: 4

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay range
- B. Location
- C. Event reason
- D. Cost center
- E. Pay Calendar

Answer: A, B, C

Employee Central Core

Question: 5

What is the purpose of including the condition "Event Reason is not equal to Null" at the beginning of an Event Reason Derivation (ERDD) rule in SAP SuccessFactors Employee Central?

- A. To prevent the system from skipping the ERD rule
- B. To avoid overwriting an existing Event Reason that was already set
- C. To allow the rule to handle null values later in the logic
- D. To ensure the rule always sets a new Event Reason

Answer: B

Employee Central Core

Question: 6

Fields in the termination screen are configured in which hrselement?

- A. Employment Information
- B. Job Information
- C. Compensation Information

D. Personal Information

Answer: A

Employee Central Core

Question: 7

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?

Note: There are 2 correct answers to this question.

- A. Enable the field in Succession Data Model.
- B. Enable the field in the Corporate Data Model.
- C. Define the delegate relationship in Employee Central.
- D. Enable the auto-delegate permission for users.

Answer: B, D

Employee Central Core

Question: 8

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

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

Answer: A

Employee Central Core

Question: 9

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

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

Answer: B

Employee Central Core

Question: 10

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Work Permit
- C. Job Relationships
- D. Employment Details

Answer: A, D

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