SAP
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SAP Certified - SAP SuccessFactors Compensation

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Question: 1

What is the most effective way to add multiple new users to the SAP SuccessFactors system?
Choose the correct answer.

A. Import a User Data File with new user IDs added
B. Manually add users one by one using the Manage Users feature in Admin Center
C. Use the Assign Permissions tool in Admin Center
D. Use the Export Data function to add multiple users

Answer: A

Question: 2

What are the key characteristics of well-formed XML?
There are two correct answers.

A. Contains a root element
B. All attributes are optional
C. Elements are nested properly
D. Closing tags are not required

Answer: A,C

Question: 3

Which data model is configured when using Managed Business Configuration?
Choose the correct answer.

A. Succession Data Model
B. Corporate Data Model
C. Organizational Structure Model

Answer: A

Question: 4

What actions can administrators perform on picklists in the Picklist Center?
There are two correct answers.

A. Add new picklists and picklist values
B. Deactivate picklists, or picklist values
C. Delete picklists, or picklist values

Answer: A,B

Question: 5

Your customer wants to change the People Profile text from Departmentto Team. In the data model
XML file, which of the following elements will need to be modified?
Choose the correct answer.

A. Field ID
B. Label
C. Permission
D. Filter field

Answer: B

Question: 6

Which of the following actions can be automated using business rules in SAP SuccessFactors?
There are three correct answers.

A. Propagation of data from one field to another
B. Manual processing of exception cases
C. Validation of user inputs before saving changes
D. Defaulting values for specific fields

Answer: A,C,D

Question: 7

What is the purpose of business rules in the SAP SuccessFactors?
Choose the correct answer.

A. To automate business logic processes based on specific conditions
B. To ensure rules never require user interaction
C. To provide a static framework for process management

D. To restrict users from accessing certain modules

Answer: A

Question: 8

What can business rules help achieve in SAP systems?
Choose the correct answer.

A. Validate user-entered data for correctness
B. Completely eliminate the need for human decision-making
C. Automate the deletion of invalid process workflows

Answer: A

Question: 9

Which permission must be enable so that you can set up Business Rules?
Choose the correct answer.

A. Manage Rule Assignments
B. Access to Business Rule Execution Log
C. Configure Business Rules

Answer: C

Question: 10

What types of events can trigger business rules in the SAP SuccessFactors?
Choose the correct answer.

A. Initialization of a new record in the system
B. Rule deletion actions
C. Rule validation before saving
D. All of the above.

Answer: D

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