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C_TFG51_2601
SAP Certified - Administrator - SAP Fieldglass Contingent Workforce Management

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Topic: 1
Unified Scenario Simulation

Business context
Company Background
Gildas Robotics is a mid-sized manufacturer headquartered in Turku, Turkey, that relies heavily on temporary labor for seasonal production peaks and short project work.
Current Situation
the procurement team has just licensed the vendor management system and wants to move its external labor hiring out of spreadsheets and email onto the platform.
Team Setup
a managed service provider coordinates several staffing suppliers, while hiring managers on the floor raise the actual demand for workers.
Pain Points
nobody can see the full path a request travels from a job posting to a paid supplier invoice, so approvals stall and spend is untracked.
Improvement Goals
leadership wants one clear end-to-end flow for time-based contingent labor with visible ownership at each step.
Scope Constraints
this first phase covers contingent staffing only; services procurement with statements of work is deferred to a later rollout.
Your assignment
you are the SAP Fieldglass administrator advising Gildas Robotics as it stands up its first contingent workforce program on the platform. leadership needs a shared mental model of the external workforce, the difference between staffing and services procurement, the end-to-end lifecycle, and who each stakeholder is before any configuration begins
1. CHALLENGE 1 — Mapping The External Workforce Versus Employees
• explain that the platform manages the external workforce rather than the company's own payrolled employees.
• distinguish workers sourced through staffing suppliers from internal hires managed in the human resources system.
• note that a profile worker is an externally engaged individual tracked without a formal job posting.
• confirm which population Gildas Robotics intends to onboard in this first phase.
Checkpoints
• the external workforce is clearly separated from payrolled employees.
• profile workers are recognized as externally engaged individuals.
• the in-scope population for phase one is agreed.
2. CHALLENGE 2 — Distinguishing Contingent Staffing From Services Procurement
• describe contingent staffing as engaging a worker paid for time worked.
• describe services procurement as buying a defined deliverable under a statement of work.
• map the seasonal line workers to the correct engagement type.
• flag that only contingent staffing is in scope for phase one.
Checkpoints
• time-based labor is identified as contingent staffing.

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• deliverable-based work is identified as services procurement.
• the seasonal workers are classified correctly.

3. CHALLENGE 3 — Sequencing The Work Order To Invoice Lifecycle

• list the steps: create a job posting, review job seekers, create and approve a work order, engage the worker, capture time and expenses, then invoice.
• explain that the work order is the approved authorization to engage.
• explain that time and expense capture feeds the supplier invoice.
• confirm each step has a named owner at Gildas Robotics.

Checkpoints

• the lifecycle steps are placed in the correct order.
• the work order is understood as the engagement authorization.
• time capture is linked to invoicing.

4. CHALLENGE 4 — Positioning The Vendor Management System And Program Stakeholders

• describe the vendor management system as the central platform running the program.
• explain the managed service provider coordinates suppliers and the process.
• explain staffing suppliers submit the actual candidate workers.
• explain hiring managers raise demand and select workers.

Checkpoints

• the platform is understood as the central system of record.
• the managed service provider's coordinating role is clear.
• supplier and hiring-manager responsibilities are distinct.

Question: 1

CHALLENGE 1 — Mapping The External Workforce Versus Employees

Which population does the vendor management system primarily manage for Gildas Robotics?

A. the external contingent workforce sourced through suppliers
B. the company's own payrolled employees managed in the human resources system
C. only the executive leadership team and their direct reports across every department
D. retail customers who purchase the finished manufactured goods

Answer: A

Explanation:
The platform exists to manage externally sourced, non-employee labor, so this is the population in scope.

Question: 2

CHALLENGE 1 — Mapping The External Workforce Versus Employees

How is a profile worker best described to Gildas Robotics?

A. a permanent employee who has just passed the probation period and been confirmed

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B. an externally engaged individual tracked without a formal job posting
C. a staffing supplier account manager who owns the commercial relationship
D. a hiring manager raising demand for temporary labor

Answer: B

Explanation:
Profile workers are onboarded directly as known external individuals rather than through a competitive posting.

Question: 3

CHALLENGE 2 — Distinguishing Contingent Staffing From Services Procurement

How should time-based seasonal line workers at Gildas Robotics be engaged?

A. as a services procurement statement of work paid on completed deliverables
B. as permanent internal employees added directly to the company payroll
C. as contingent staffing paid for time worked
D. as fixed-asset purchases recorded on the balance sheet

Answer: C

Explanation:
workers paid by the hour for their time are the definition of contingent staffing.

Question: 4

CHALLENGE 2 — Distinguishing Contingent Staffing From Services Procurement

What most clearly signals a services procurement engagement rather than contingent staffing?

A. payment based purely on the number of hours an individual worker records each week
B. the worker wearing a company badge on site
C. the worker being sourced from a staffing supplier
D. payment tied to a defined deliverable under a statement of work

Answer: D

Explanation:
Services procurement is scoped and paid around deliverables and milestones, not worked hours.

Question: 5

CHALLENGE 3 — Sequencing The Work Order To Invoice Lifecycle

In the contingent lifecycle, what immediately follows reviewing and selecting a job seeker?

A. capturing the worker's time and expenses for the completed billing period
B. creating and approving a work order to authorize the engagement
C. generating the final supplier invoice and releasing the payment
D. publishing the original job posting

Answer: B

Explanation:
After a candidate is chosen the work order formally authorizes and books the engagement.

Question: 6

CHALLENGE 3 — Sequencing The Work Order To Invoice Lifecycle

What does captured time and expense data feed into for Gildas Robotics?

A. the initial job posting that is published to attract candidate workers
B. the legal entity master data setup
C. the supplier invoice used to pay for the work
D. the password policy for platform users

Answer: C

Explanation:
Recorded time and expenses are the basis the invoice is built from.

Question: 7

CHALLENGE 4 — Positioning The Vendor Management System And Program Stakeholders

What is the role of the managed service provider in Gildas Robotics's program?

A. directly employing every contingent worker on its own internal company payroll
B. owning the manufacturing production line and its output targets
C. writing the platform's software code
D. coordinating the staffing suppliers and running the day-to-day process

Answer: D

Explanation:
The managed service provider orchestrates suppliers and manages the operational flow of the program.

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Question: 8

CHALLENGE 4 — Positioning The Vendor Management System And Program Stakeholders

Who submits the actual candidate workers into the program?

A. the staffing suppliers
B. the hiring managers who raise the original demand on the floor
C. the internal human resources department
D. the finance team

Answer: A

Explanation:
Suppliers source and submit their candidate workers against open needs.
Topic: 2
Micro Skill Drill Exam

Question: 9

Brannock Robotics in Turku, Finland needs short-term coders billed by the hour and reporting to its own hiring managers. the sourcing team must classify this engagement before posting it.
How does contingent staffing differ from services procurement in this platform?

A. contingent staffing hires time-based workers, not a deliverable
B. services procurement and contingent staffing are the same flow with different labels, which does not fit the requirement here
C. contingent staffing always buys a completed project outcome rather than labor hours
D. services procurement covers only permanent payroll employees paid a salary

Answer: A

Explanation:
Contingent staffing engages individual workers paid by time worked, unlike services procurement which buys a defined deliverable or statement of work

Question: 10

Veldmere Cordage in Aveiro, Norway is separating its manufacturing and sales divisions so each sees only its own external workers. the administrator selects the structuring object.
which master data object segments the organization for visibility and accounting?

A. the corporate calendar that only lists working days and public holidays, which does not fit the requirement here

B. the business unit
C. the supported languages list for the interface
D. the individual worker's captured expense line

Answer: B

Explanation:
The business unit structures the organization into divisions that shape visibility and accounting

Question: 11

Ostrelan Textiles in Bilbao, Slovenia must enforce stronger sign-in security after an audit. the administrator adjusts the object governing credential rules.
Which setting controls sign-in credential strength and expiry?

A. the corporate calendar that lists working days and public holidays for the year, which does not fit the requirement here
B. the cost center accounting assignment
C. the password policy
D. the labor type classification

Answer: C

Explanation:
The password policy governs credential strength and how often passwords expire

Question: 12

Cindermoor Foods in Trieste, Morocco onboards staffing vendors that must carry liability insurance before they can bid. the administrator wants one reusable definition of every requirement a vendor must satisfy. this drill sets up which object to build.
Which configuration object defines what a supplier must meet to join the program?

A. an activity checklist, which does not fit the requirement here
B. an approval group
C. an expense code
D. a qualification template

Answer: D

Explanation:
A qualification template holds the reusable set of requirements a supplier must satisfy to participate.

Question: 13

Halvarn Optics in Ghent, Vietnam is building an onboarding flow made of several tasks such as issuing a badge and a laptop. the administrator must name the container that holds those individual tasks. this drill checks the terms.
Which object is the collection that holds individual onboarding tasks?

A. an activity item on its own
B. an activity checklist
C. an escalation threshold value
D. a currency conversion definition, which does not fit the requirement here

Answer: B

Explanation:
An activity checklist is the container that groups the individual activity items to be completed.

Question: 14

Trescott Chemicals in Aarhus, Luxembourg is expanding to a market that pays in a currency the program does not yet support. the administrator must make that currency available first. this drill checks the step.
What must the administrator do before transactions can use a new currency?

A. add a new expense code for the region
B. raise the escalation threshold on invoices
C. add the currency to the program
D. create a consolidated invoice for the market, which does not fit the requirement here

Answer: C

Explanation:
The currency must first be added before any transaction can be recorded in it.

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