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QUESTION 1 What does the XML configuration show in the attached screen shot?

```
<!-- Begin Division Associations -->
<hris-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit" required="true"/>
  <!-- <association id="id" multiplicity="ONE_TO_MANY" destination-entity="location" required="true"/>
</hris-associations>
<!-- End Division Associations -->
```

A. One business unit can have many divisions. B. One division can have many business units. C. There are two active associations for the division object. D. There is only one active association for the business unit object. Answer: B QUESTION 2 You remove the Cost Center HRIS element from the Corporate Data Model. What must be done in the Succession Data Model to avoid errors in the system? A. The Cost Center HRIS element must be set to visibility = "none". B. The Cost Center field in the Job Info element must be set to required = "false". C. The Cost Center field in the Job Info element must be set to visibility = "none". D. The Cost Center HRIS element must be set to required = "false". Answer: C QUESTION 3 Your customer has requested that you create a custom field for employees in Germany to track job information. What custom field number do you need to identify to configure this new field? A. The next custom field number that is available in the jobCode element of the Corporate Data Model and the country-specific Corporate Data Model. B. The next custom field number that is available in the employmentInfo element of the country-specific Succession Data Model. C. The next custom field number that is available in the employmentInfo element of the Succession Data Model. D. The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model. Answer: D QUESTION 4 The attached diagram shows an extract from a customer's configuration workbook. Which of the following XML configurations meets the customer's requirements? Note: There are 2 correct answers to this question.

Job Classification					
System Field ID	SF Label	Type	Max. Length	Used	Customer Label
externalCode	Job Code	String	32	Yes	
standardHours	Standard Weekly Hours	Decimal		No	
name	Job Title	String	90	Yes	Title
description	Description	String	128	No	
custom-string1	Custom String1	String	45	Yes	Executive?

A. <hris-field max-length="32" id="externalCode" visibility="both" required="false" pii="false">  
<label>Job Code </label> </hris-field> B. <hris-field max-length="90" id="name" visibility="both" required="true">  
<label>Job Title</label> </hris-field> C. <hris-field max-length="32" id="custom-string1" visibility="both" required="false" pii="false" picklistId="yesNo">  
<label>Executive? </label> </hris-field> D. <hris-field id="standardHours" visibility="none" maximumFractionDigits="2" showTrailingZeros="false">  
<label>Standard Weekly Hours </label> </hris-field> Answer: BD QUESTION 5 Your customer wants you to create a custom field in the Succession Data Model that allows employees to add their three letter ISO

country code to their profile. Which XML configuration correctly defines this field? A. `<hris-field max-length="3" id="custom-string1" visibility="both" required="false" allow-import="false" showTrailingZeros="false">  
<label>ISO Code</label> </hris-field>` B. `<hris-field id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false"> <label>ISO Code</label> </hris-field>` C. `<hris-field max-length="3" id="custom-long1" visibility="both" required="false" allow-import="false" showTrailingZeros="false"> <label>ISO Code</label> </hris-field>` D. `<hris-field id="custom-long1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false"> <label>ISO Code</label> </hris-field>` Answer: A QUESTION 6 How do you create a new picklist? A. Export all picklists and add a new picklist ID and new picklist values to the file. B. Enter the new picklist values into the OptionId column. C. Import the picklist file using the Picklist Mappings tool. D. Export the data format and add a new picklist ID and new picklist values to the file. Answer: D QUESTION 7 Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system? Note: There are 2 correct answers to this question. A. Configure role-based permissions. B. Import picklists. C. Configure the Corporate Data Model and the Succession Data Model. D. Import employee data. Answer: BC QUESTION 8 What field attribute do you use to mask a sensitive field on a screen? A. visibility B. pii C. type D. id Answer: B QUESTION 9 Where can you create associations? Note: There are 2 correct answers to this question. A. In the Configure Object Definitions tool B. In the Corporate Data Model C. In the Configure Business Rules tool D. In the Succession Data Model Answer: AB

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