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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q56-Q61):

NEW QUESTION # 56

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self-Service?

Note: There are 2 correct answers to this question.

- A. Set the externalName field to Data Type = User.
- B. Set the externalCode field to Data Type = User.
- C. Create a Valid When association for the object.

- **D. Create one configuration UI for the object.**

Answer: B,D

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

- * C. Create one configuration UI for the object.
- * A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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- * D. Set the externalCode field to Data Type = User.
- * The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

- * A. Set the externalName field to Data Type = User.
- * The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
- * B. Create a Valid When association for the object.
- * While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 57

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- **A. Hire**
- B. Data change
- C. Transfer
- **D. Termination**

Answer: A,D

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

- * Termination: This event is typically manually configured without automatic derivation of event reasons.
- * Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 58

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- **A. Automated Daily Hierarchy Adaptation**
- B. Move Position with Supervisor on Job Information change
- **C. Follow Up Activity in Position**
- **D. To Be Hired Status Adaptation**
- E. Synchronize Position Matrix Relationships to Job Relationships of Incumbents

Answer: A,C,D

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

- * Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
- * Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
- * To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or

events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 59

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the Legal Entity France object in Configure Object Definition.
- B. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- C. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- D. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

Answer: C

NEW QUESTION # 60

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 system will cancel the second workflow.
- B. The system will cancel the first workflow.
- C. The system will allow both workflows to continue.
- D. The system will reject both workflows.

Answer: C

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 61

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