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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q31-Q36):

NEW QUESTION # 31

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

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

Answer: B,C

Explanation:
Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:
A . Pay Component Recurring
This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.
D . Job Information
This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.
Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 32
Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

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

Answer: A,C,E

NEW QUESTION # 33
What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Update Rule for Mass Change Run
- B. Derive Job Requisition Template in Recruiting Integration
- C. Trigger Rules for Off Cycle Event Batch
- D. Create Right to Return for Incumbent
- E. Trigger Rules to Calculate Full-Time Equivalent

Answer: A,D,E

Explanation:
Application-specific rule scenarios in Position Management include:
A . Create Right to Return for Incumbent:
This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.
B . Update Rule for Mass Change Run:
This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.
C . Trigger Rules to Calculate Full-Time Equivalent:
This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.
These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 34
Which condition must be used for the jobinfo_FTE_Comp rule?

- A. Option D

- B. Option A
- C. Option C
- D. Option B

Answer: A

Explanation:
For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.
Scenario 1: HR Transaction Rules

NEW QUESTION # 35

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Nominate a successor for a position
- B. Run a mass change to update positions
- C. Mass copy positions
- D. Add a lower-level position
- E. Create a job requisition for a vacant position

Answer: C,D,E

Explanation:
From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:
A . Add a lower-level position:
Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.
C . Create a job requisition for a vacant position:
A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.
E . Mass copy positions:
This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.
These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 36

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