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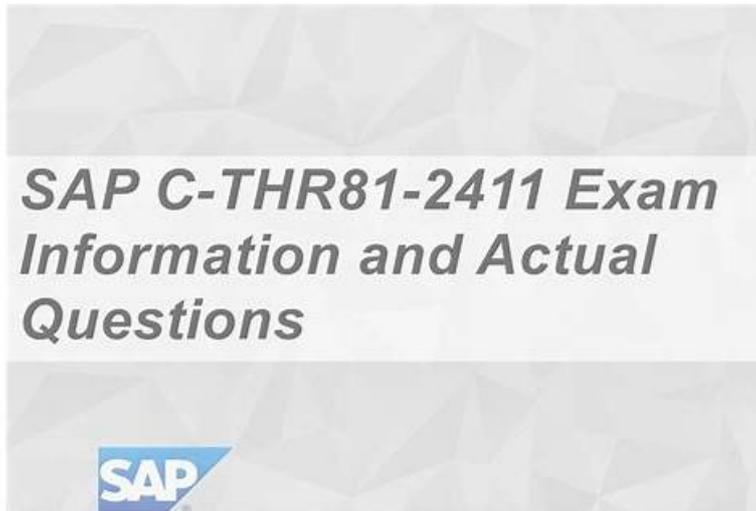
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q43-Q48):

NEW QUESTION # 43
A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Friday, when the sync job completes

- B. Saturday, the day after the sync job completes
- C. Tuesday, the day the transaction is entered
- D. Thursday, when the change becomes effective

Answer: A

Explanation:
In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.
This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 44
To which Job information field will you assign the Default_JobClass rule?

- A. Employee Class
- B. Job Title
- C. Pay Grade
- D. Job Code

Answer: D

Explanation:
The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 45
In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions from Manage Positions
- B. To restrict access to create lower-level positions from the Position Org Chart
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access at the field level when creating positions

Answer: B,C

Explanation:
The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:
* A. To restrict access to create positions based on the granted user's target population:
* This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.
* C. To restrict access to create lower-level positions from the Position Org Chart:
* This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 46
Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Correct
- B. Edit Link > Edit/Insert
- C. Job Information Actions > View History
- D. Job Information Actions > Edit/Insert

Answer: A

Explanation:
* Job Information Actions > Correct permission controls the Edit button in the Job Information history.
* This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.
Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 47
How is the event reason derived when a business rule is enabled for import?

- A. The onSave ERD rule overrides the event reason value indicated in the import file.
- B. The event reason must be selected manually.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The event reason is derived using the catch-all rule.

Answer: C

NEW QUESTION # 48
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