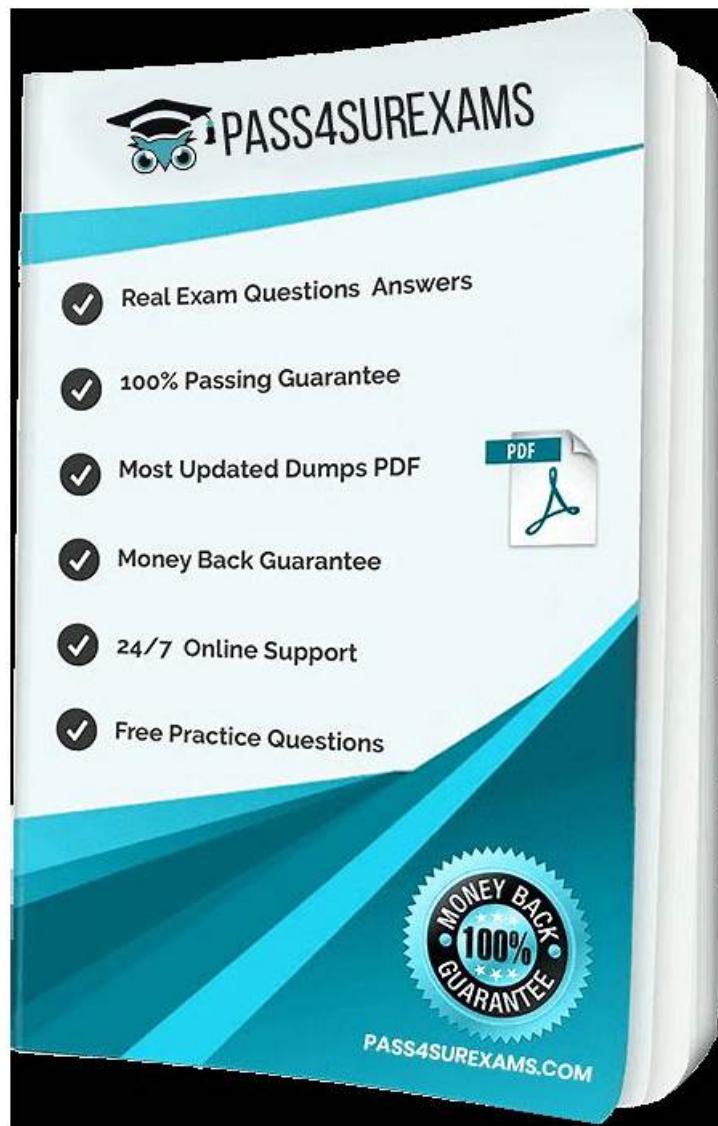


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q79-Q84):

NEW QUESTION # 79

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit; Base Object: Employee Information
- B. Event Type: **onInit**; Base Object: Standard Hours
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onSave: Base Object: Legal Entity

Answer: B

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

- * Event Type: onInit
- * This event triggers the rule during the initialization phase of the Add New Employee wizard.
- * Base Object: Standard Hours
- * The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 80

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Personal Id External
- B. User Id
- C. Event Date
- D. Username

Answer: A,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

- * B. Event Date
- * This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

- * D. Person Id External

* The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

- * A. Username

- * The username is associated with system login credentials and is not a required field for importing personal information.
- * C. User Id
- * The user_id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 81

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: A

Explanation:

The rule inOption B effectively captures all unspecified events in a transaction because:

- * It sets theEvent Reason Value to "Data Change" whenever the Event Reason Value is null.
- * This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HRTransaction Rules

NEW QUESTION # 82

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="location">
- B. <association> as part of <hris-element id="location">
- C. <field-criteria> as part of <hris-field="company">
- D. <association> as part of <hris-element id="jobInfo">

Answer: A,B

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

- * Define the Association in the Location Object:
 - * In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.
- * Configure Field Criteria for the Location Field:
 - * Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block. Therefore, the correct answers are:
 - * B: <field-criteria> as part of <hris-field id="location">
 - * D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 83

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new event.
- B. Add a new language translation.
- C. Change the labels.
- D. Change the external_code of an event.
- E. Change the status.

Answer: B,C,E

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

- * A. Add a new language translation
- * New language translations can be added for events and event reasons to support multilingual organizations.
- * B. Change the status
- * You can activate or deactivate events based on organizational needs.
- * D. Change the labels
- * Labels for events can be modified for better understanding and alignment with organizational terminology.

C: Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 84

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