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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q63-Q68):

### NEW QUESTION # 63

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- **C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- D. Create permission groups for each legal entity and assign them to the HR admin role.

**Answer: C**

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

\* Create a Dynamic Role using the Legal Entity filter.

\* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 64

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. is-target
- B. **pay-date**
- C. frequency
- D. **pay-component-code**
- E. value

**Answer: B,D,E**

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- \* A. value
- \* This field captures the monetary amount of the non-recurring payment.
- \* B. pay-component-code
- \* This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- \* C. pay-date
- \* This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

#### NEW QUESTION # 65

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

**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.

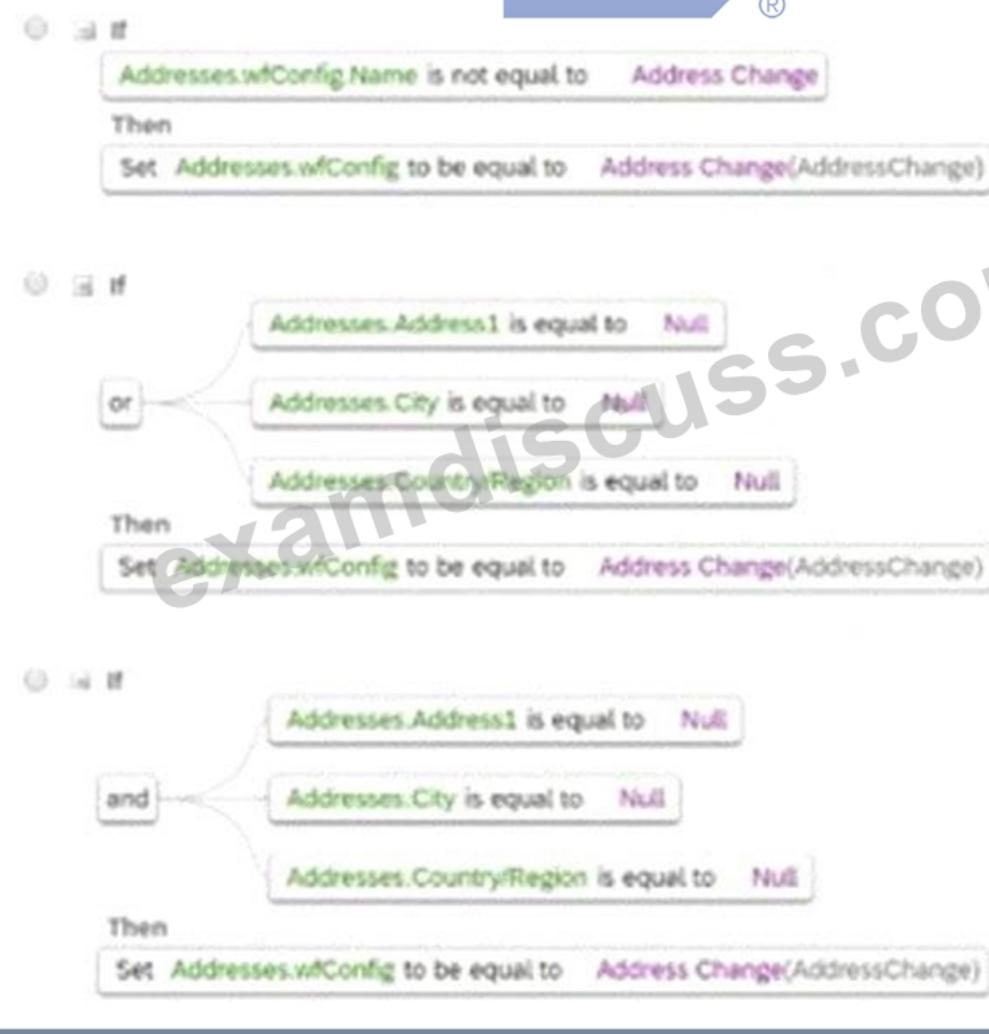
#### NEW QUESTION # 66

Which clause meets the WFD\_Address rule requirement?

## Scenario 1: HR Transaction Rules

8 of 10

Which clause meets the WFD\_Address rule requirement?



④  If

This rule is always true.

To add an expression please uncheck the Always True checkbox.

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)



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

**Answer: C**

Explanation:

The clause in Option D meets the WFD\_Address rule requirement because it checks the following conditions comprehensively:

- \* Address is not equal to Null.
- \* City and CountryRegion are equal to Null.
- \* When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

#### **NEW QUESTION # 67**

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the approvers decline the workflow
- **B. When the workflow is approved by all approvers**
- C. When the employee initiates the workflow
- D. When the workflow is sent back by any approver

**Answer: B**

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

#### **NEW QUESTION # 68**

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