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# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

## NEW QUESTION # 81

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. No edit
- B. Edit with Route Change
- C. Edit Attachment Only
- D. Edit without Route Change

**Answer: B**

## NEW QUESTION # 82

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onView rules
- C. onSave rules
- D. onChange rules

**Answer: C,D**

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

\* A. onChange rules

\* These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

\* C. onSave rules

\* These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

## NEW QUESTION # 83

Which mathematical formula must be set in the THEN condition to meet the Jobinfo\_FTE\_Comp rule requirement?

- A. (Previous FTE Value - Current FTE Value) X Base Salary
- B. (Current FTE Value-Previous FTE Value)/Base Salary
- C. (Base Salary/Current FTE Value) X Previous FTE Value
- D. (Base Salary/Previous FTE Value) X Current FTE Value

**Answer: D**

Explanation:

The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

## NEW QUESTION # 84

How should you build the IF condition to indentify the user when the employee is updating their own Personal Information?

- A. 

- B.
- C.
- D.

**Answer: C**

#### NEW QUESTION # 85

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

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

**Answer: A,D,E**

#### NEW QUESTION # 86

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