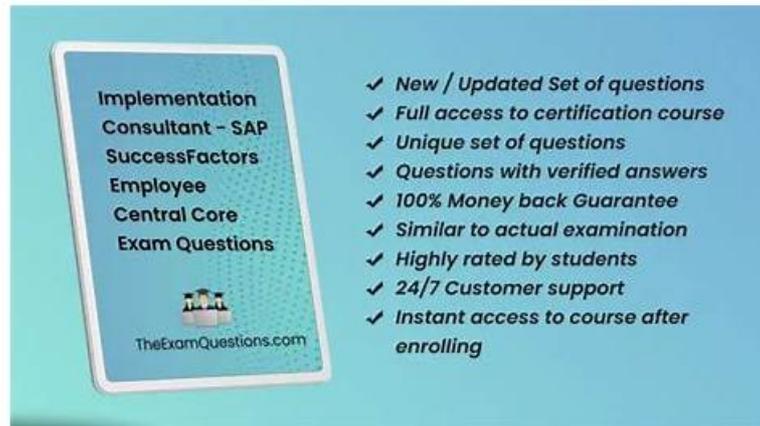


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q34-Q39):

NEW QUESTION # 34

Which rule supports the Default_JobClass requirement?

Scenario 1: HR Transaction Rules

Which rule supports the Default_JobClass requirement?

A

B

C

D

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

Answer: C

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 35

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- **A. [[EVENT_REASON]]**
- **B. [[HRIS_ELEMENT]]**
- C. [[RECIPIENT_NAME]]
- **D. [[SUBJECT_USER]]**

Answer: A,D

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

- * [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.
- * [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

- * A: [[SUBJECT_USER]]
- * B: [[EVENT_REASON]]

NEW QUESTION # 36

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct

answers to this question.

- A. Define the delegate relationship in Employee Central.
- **B. Enable the auto-delegate permission for users.**
- **C. Enable the field in the Corporate Data Model.**
- D. Enable the field in Succession Data Model.

Answer: B,C

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

B: Enable the auto-delegate permission for users.

D: Enable the field in the Corporate Data Model.

NEW QUESTION # 37

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- B. The system validates if the destination object has effective dating set to Basic.
- C. The system validates if the destination object has effective dating set to None.
- **D. The system validates if the destination object has effective dating set to From Parent.**

Answer: D

Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 38

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. <association> as part of <hris-element id="location">**
- **B. <field-criteria> as part of <hris-field="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 # 39

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