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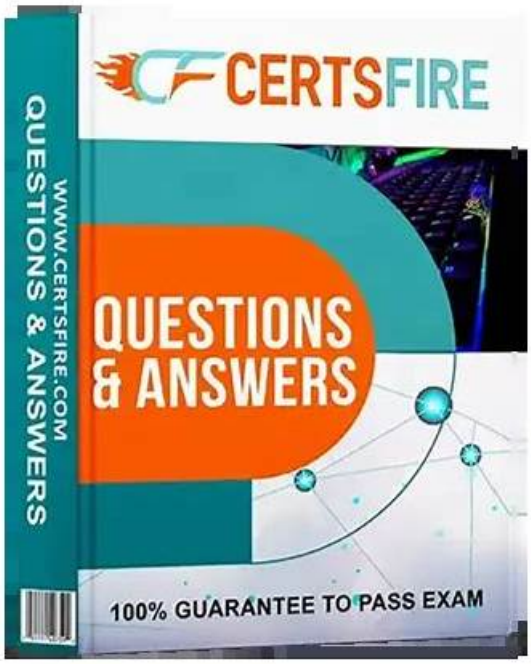

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q59-Q64):

NEW QUESTION # 59
Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. Data
- B. SOAP
- C. RFC
- D. IDoc

Answer: A,B

Explanation:
SAP recommends using SOAP APIs and Data APIs for clean core integrations.
* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 60
You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- B. The technicalParameters value has NOT been set to SYNC in the position records.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.

Answer: A,C

Explanation:
B . The technicalParameters column with a value of SYNC has NOT been included in the import file:
When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.
These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 61
Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

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

Answer: C,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 # 62
An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: C

Explanation:
In order for an employee to change their nationality information on their own, the IF condition must:
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 63
Which object requires entity-type to be configured in HRIS sync mapping?

- A. phoneInfo
- B. jobinfo
- C. personInfo
- D. compInfo

Answer: A

Explanation:
When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 64
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