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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q32-Q37):

NEW QUESTION # 32
How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- B. By association, using the countryOfRegistration.code in the Condition
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the countryOfRegistration.code in the Source Filter Criteria

Answer: A,B

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 33

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

Answer: A,C,D

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 # 34

Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: D

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

NEW QUESTION # 35

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

Answer: C,D

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 # 36
The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.
Where in the workflow do you need to define this?
Refer to the screenshot to answer the question

- A. Respect Permission
- B. Edit Transaction
- C. Context
- D. No Approver Behavior

Answer: B

Explanation:
To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.
The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).
When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 37
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