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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

### NEW QUESTION # 39

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. No Approver Behavior

- D. Context

**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 # 40

What does it mean when a position is subjected to capacity control?

- A. The standard hours are checked to prevent the position from being understaffed.
- **B. The target FTE is checked to prevent the position from being overstaffed.**
- C. The standard hours are checked to prevent the position from being overstaffed.
- D. The target FTE is checked to prevent the position from being understaffed.

**Answer: B**

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

#### NEW QUESTION # 41

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a Valid When association to the Legal Entity object
- B. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- C. As a generic object with a composite association to the Legal Entity object
- **D. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object**

**Answer: D**

Explanation:

To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

#### NEW QUESTION # 42

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

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

**Answer: A**

Explanation:

To set the event date in Compensation Information for the Jobinfo\_FTE\_Comp cross-entity rule, Option D is the correct method.

The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job

Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.  
Scenario 1: HR Transaction Rules

#### NEW QUESTION # 43

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Lower level object
- B. Composite association - Child object
- C. Valid When association - Higher level object
- D. Composite association - Parent object

**Answer: B,C**

Explanation:

\* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

\* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

#### NEW QUESTION # 44

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