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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q42-Q47):

NEW QUESTION # 42

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Create a composite association on the new generic object to Legal Entity.
- B. Update the condition and condition values of the association.
- C. Create a new generic object.
- D. Create a composite association to the new generic object on Legal Entity.
- E. Update the field criteria of the association.

Answer: C,D,E

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 43

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onChange; Base Object: Employee Information
- **B. Event Type: onInit; Base Object: Standard Hours**
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onSave; Base Object: Legal Entity

Answer: B

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 44

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-element="jobInfo"> then add dg-filter="true"
- **B. Go to <dg-filters> then add cost-center**
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <custom-filters> then add cost-center

Answer: B

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

Correct answer:

A: Go to <dg-filters> then add cost-center

NEW QUESTION # 45

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request. How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR - Source - Employee
- B. By selecting in Step 1: Role - Self-Source - Initiator
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- **D. By selecting in Step 1: Role - Manager - Source - Initiator**

Answer: D

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

* Approver Type: Manager

* Approver Role: Manager

* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 46

Which clause meets the WFD_Address rule requirement?

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

Answer: B

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 47

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