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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q79-Q84):

NEW QUESTION # 79
A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Friday, when the sync job completes
- B. Tuesday, the day the transaction is entered
- C. Saturday, the day after the sync job completes
- D. Thursday, when the change becomes effective

Answer: A

Explanation:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 80

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

Answer: C

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 # 81

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

Answer: C

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 # 82
In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Legacy Picklist ID
- B. Picklist Value External Code
- C. Picklist Value ID
- D. Picklist Code

Answer: D

Explanation:
When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.
Options A, C, and D are not applicable in this context:
A . Picklist Value ID
This refers to individual entries within a picklist and is not used to define the source of valid values for a field.
C . Legacy Picklist ID
Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.
D . Picklist Value External Code
This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 83
Which rule supports the Default_JobClass requirement?

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

Answer: B

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 # 84
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