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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Pay Component Recurring
- C. Personal Information
- D. Work Permit Information

Answer: A,B

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

- * A. Pay Component Recurring
 - * This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.
- * D. Job Information
 - * This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross- entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 72

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 # 73

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
 - *By selecting in Step 2: Position Relationship - Parent Position - Target

- B. By selecting in Step 1. Role-Manager - Source
*By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Manager - Source
*By selecting in Slep 2. Role-Manager Manager - Target
- D. By selecting in Step 1: Role - Self-Source
*By selecting in Step 2. Role- Manager - Target

Answer: B

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

- * Step 1: Role - Manager - Source (current manager of the employee).
- * Step 2: Role - Manager - Target (future manager of the employee). This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 74

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

NEW QUESTION # 75

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
*By selecting in Step 2: Position Relationship - Parent Position - Target
- B. By selecting in Step 1. Role-Manager - Source
*By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Manager - Source
*By selecting in Slep 2. Role-Manager Manager - Target
- D. By selecting in Step 1: Role - Self-Source
*By selecting in Step 2. Role- Manager - Target

Answer: B

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

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NEW QUESTION # 76

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