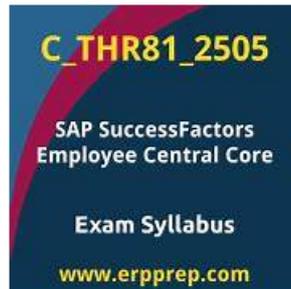


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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q42-Q47):

### NEW QUESTION # 42

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will allow both workflows to continue.
- B. The system will cancel the first workflow.
- C. The system will cancel the second workflow.
- D. The system will reject both workflows.

**Answer: A**

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

### NEW QUESTION # 43

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 - Manager - Source - Initiator
- D. By selecting in Step 1: Role - Employee HR-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 # 44

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Edit/Insert
- B. Edit Link > Edit/Insert
- C. Job Information Actions > Correct
- D. Job Information Actions > View History

**Answer: C**

Explanation:

Job Information Actions > Correct permission controls the Edit button in the Job Information history.

This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

#### NEW QUESTION # 45

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- **B. The alternate workflow is used when there is a future-dated record entered for the employee.**
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.

**Answer: B**

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.

This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

#### NEW QUESTION # 46

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Personal Information
- **C. Job Information**
- D. Biographical Information

**Answer: C**

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.

This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

#### NEW QUESTION # 47

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