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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q64-Q69):

NEW QUESTION # 64

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- C. Establish release management.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish regular housekeeping tasks and procedures.

Answer: A,B,D

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

NEW QUESTION # 65

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- **B. Terminating an employee**
- C. Rehiring an inactive employee
- D. Adding a new employee

Answer: B

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 66

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- **B. Terminating an employee**
- C. Rehiring an inactive employee
- D. Adding a new employee

Answer: B

NEW QUESTION # 67

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

An employee will be changing their nationality information on their own.
How do you build the IF condition in the business rule so they can do this?



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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 68

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the division object definition
- B. A Composite association in the division object definition
- C. A Composite association in the business unit object definition
- D. A Valid When association in the business unit object definition

Answer: A

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 69

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