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SAP Certified Associate - SAP SuccessFactors Employee Central Core

Sample Questions (Q85-Q90):

NEW QUESTION # 85
Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Job Information
- C. Work Permit Information
- D. Personal 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 # 86
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 # 87
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Job Information; Assigned to Location field as onChange
- C. Base Object: Location: Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

Answer: B

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as

follows:
Base Object: Job Information
Trigger Event: Assigned to the Location field with the event set to onChange.
This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and
pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 88
What tags are supported in alert messages?
Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[SUBJECT_USER]]
- C. [[EVENT_REASON]]
- D. [[RECIPIENT_NAME]]

Answer: B,C

Explanation:
SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are
supported:
[[SUBJECT_USER]]: Refers to the user for whom the alert is generated.
[[EVENT_REASON]]: Refers to the event reason triggering the alert.
Correct Answers:
A: [[SUBJECT_USER]]
B: [[EVENT_REASON]]

NEW QUESTION # 89
Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Termination
- B. Transfer
- C. Data change
- D. Hire

Answer: A,D

Explanation:
Event reason derivation in Employee Central does not support certain predefined events such as:
Termination: This event is typically manually configured without automatic derivation of event reasons.
Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.
Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or
other key attributes.

NEW QUESTION # 90
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