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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Define the delegate relationship in Employee Central.
- B. Enable the auto-delegate permission for users.
- C. Enable the field in Succession Data Model.
- D. Enable the field in the Corporate Data Model.

Answer: B,D

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

- * Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
- * Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

- * B: Enable the auto-delegate permission for users.
- * D: Enable the field in the Corporate Data Model.

NEW QUESTION # 55

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Country
- B. Address1
- C. Location
- D. City

Answer: A

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

NEW QUESTION # 56

Which clause meets the WFD_Address rule requirement?

□

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

Answer: A

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 57

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a person id external.
- B. A user can have multiple user ids.
- C. Once generated, you CANNOT change a user id.
- D. A user can have only one user id.
- E. A user can have only one person id external.

Answer: B,C,E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A. Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D . A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E . A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

NEW QUESTION # 58

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. frequency
- B. is-target
- C. pay-date
- D. pay-component-code
- E. value

Answer: C,D,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

A . value

This field captures the monetary amount of the non-recurring payment.

B . pay-component-code

This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

C . pay-date

This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system. It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 59

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