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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q34-Q39):

NEW QUESTION # 34

Which of the following are characteristics of the Employee Central custom objects in organizational replication?Note: There are 2 correct answers to this question.

- A. Custom objects need to be mapped using custom templates.
- B. Custom objects can be created for any organizational structural object.
- C. Custom objects should always be multiple use.
- D. Custom objects must be effective dated.

Answer: B,D

NEW QUESTION # 35

Which picklist values do you use for the Rule Type field to trigger the business rule?
Note: There are 3 correct answers.

- A. onChange
- B. onView
- C. onSave
- D. onExecute
- E. onIncrement

Answer: A,C,E

Explanation:
For UI-integrated scenarios, business rules can be triggered using:
* onChange- when a field value changes
* onSave- when the user saves the form
Reference: SuccessFactors Business Rules Configuration Guide - Triggering Mechanisms

NEW QUESTION # 36

You are replicating employees from SAP SuccessFactors Employee Central to SAP ERP and the replication of event reasons results in two status- changing action types that are logged with the same start date for the same employee.
What should you do to prevent the processing in the SAP ERP system from being aborted?

- A. Overrule the default system behavior by defining how SAP ERP will react to multiple status changing event reasons.
- B. Change the start date of one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- C. Add a change date request to one of the status-changing event reasons in SAP SuccessFactors Employee Central.
- D. Delete one of the status-changing event reasons in SAP SuccessFactors Employee Central.

Answer: A

NEW QUESTION # 37

Some of your customer's employees failed the duplication check in the
EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI.
Which combinations of event and event reason can you use for these employees to be hired or rehired?
Note: There are 2 correct answers.

- A. Event: REHIRE / Event Reason: REHIREDUPL
- B. Event: HIRE / Event Reason: NEWHIREDUPL
- C. Event: HIRE / Event Reason: REHIREDUPL
- D. Event: REHIRE / Event Reason: NEWHIREDUPL

Answer: A,B

Explanation:
The EX_PAOCF_EC_DECIDE_HIRE_REHIRE BAdI allows for logic to resolve duplicate employee issues.
Using special event reasons like NEWHIREDUPL or REHIREDUPL ensures employees are processed with correct logic despite duplication errors. These event reasons are preconfigured in EC.

Reference: SAP Core Hybrid Guide - Duplicate Handling Section.

NEW QUESTION # 38

When moving from the SAP ERP HCM test system to the productive environment, which IMG activity must be performed in the productive ERP client?

- A. Allow data replication from SAP SuccessFactors Employee Central for Payroll Areas in Correction phase.
- B. Define parameters for Employee Master Data and Organization Assignment Query.
- C. Update any value mappings that are configured.
- D. Import picklists from SAP SuccessFactors Employee Central.

Answer: C

NEW QUESTION # 39

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