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SAP CERTIFICATION

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q16-Q21):

NEW QUESTION # 16

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. Data
- C. IDoc
- D. RFC

Answer: A,B

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 17

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

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

Answer: B,C,D

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 # 18

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 - Self-Source - Initiator

- B. By selecting in Step 1: Role - Manager - Source - Initiator
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

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 # 19

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

□

- A. Respect Permission
- B. Context
- C. No Approver Behavior
- D. Edit Transaction

Answer: D

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 20

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

Answer: B

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 # 21

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