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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q38-Q43):

NEW QUESTION # 38
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 - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Manager - Source - Initiator
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: C

NEW QUESTION # 39
How is the event reason derived when a business rule is enabled for import?

- A. The onSave ERD rule overrides the event reason value indicated in the import file.
- B. The event reason must be selected manually.
- C. The event reason is derived using the catch-all rule.
- D. The event reason indicated in the import overrides the onSave ERD rule.

Answer: D

NEW QUESTION # 40
Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Deleting a record in history UI
- C. Using Actions menu in People Profile
- D. Using Add New Hire

Answer: C

NEW QUESTION # 41
What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Visibility
- B. Max-length
- C. Required
- D. Previous Value
- E. PII

Answer: A,C,D

NEW QUESTION # 42
The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality).
Why is that?

- A. In the workflow, Respect Permissions was set to No for the notification line to the manager.
- B. The manager has transactions pending approval permission for Personal Information.
- C. The manager's approver context is set to Source.
- D. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.

Answer: A

NEW QUESTION # 43
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