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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q22-Q27):

NEW QUESTION # 22

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- **B. Set the IF statement to Always True and set the THEN statement as blank.**
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: B

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 23

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

The screenshot shows the 'Workflow Configuration' screen in SAP. The 'Step 1' configuration is visible, with the following fields and values:

| Field | Value |
|----------------------------|---------------------------|
| Approver Type * | Manager |
| Approver Role * | Manager |
| Role Transaction | Control |
| Relationship to Approver * | From Initiator's Position |
| No Approver Behavior | Respect Permission |
| Workflow Contributor | |
| Contributor Type * | Contributor * |
| Relationship to Approver * | Context * |
| Request Permission | |
| CC Role | |
| CC Role Type * | CC Role * |
| Relationship to Approver * | Context * |
| Request Permission | Email Template Group * |

- A. By selecting in Step 1: Role - Employee HR - Source - Employee
- **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 - Self-Source - Initiator

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 # 24

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. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- **B. The manager's approver context is set to Source**

- C. In the workflow, Respect Permissions was set to No for the notification line to the manager.
- D. The manager has transactions pending approval permission for Personal Information.

Answer: C

Explanation:

When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 25

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?

8 of 18

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?

The screenshot shows four options for building an IF condition in a business rule. Each option consists of two conditions connected by an AND operator. Option B is selected, indicated by a radio button. The conditions for Option B are: 'Context.Current User is equal to Login User' and 'Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value'. A large SAP logo is overlaid on the right side of the image.

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

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 # 26

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?

Scenario 2: Approvals for Self-Service

8 of 10

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?

The screenshot shows four options for building an IF condition:

- Option A: Context.Current User is not equal to Login User() and Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value
- Option B (Selected): Context.Current User is equal to Login User() and Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value
- Option C: Context.Current User is equal to Login User() and Personal Information Model.Nationality.Value is equal to Personal Information Model.Nationality.Previous Value
- Option D: Context.Current User is equal to Login User() and Personal Information Model.First Name.Value is not equal to Personal Information Model.Nationality.Previous Value

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

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 # 27

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