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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
Navigate to the <dg-filters> section within the Succession Data Model.
Add an entry for the cost-center object within the <dg-filters> section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.
A: Go to <dg-filters> then add cost-center

NEW QUESTION # 47
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 - Manager - Source - Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- 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 # 48
This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.
How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- B. Create permission groups for each legal entity and assign them to the HR admin role.
- C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: C

Explanation:
For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:
Create a Dynamic Role using the Legal Entity filter.
Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.
This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 49
Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Base Salary/Current FTE Value) X Previous FTE Value
- B. (Previous FTE Value - Current FTE Value) X Base Salary
- C. (Base Salary/Previous FTE Value) X Current FTE Value
- D. (Current FTE Value-Previous FTE Value)/Base Salary

Answer: C

Explanation:
The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.
Scenario 1: HR Transaction Rules

NEW QUESTION # 50

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: C

Explanation:
The rule in Option B effectively captures all unspecified events in a transaction because:
It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 51

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