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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q67-Q72):

NEW QUESTION # 67
Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Employment Details
- C. Addresses
- D. Job History

Answer: B,D

Explanation:
The &&NO_OVERWRITE&& operator is supported in imports for:

A . Job History
This ensures that existing job history records are not overwritten during imports.
D . Employment Details
Employment details such as hire dates or termination records can also be preserved using this operator.
Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 68
Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Position Management Settings > Hierarchy Adaptation
- B. In Position Management Settings > UI Customizing
- C. In Manage Business Configuration > jobInfo
- D. In Configure Object Definitions > Position

Answer: B

Explanation:
The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 69
In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Job Information
- B. Biographical Information
- C. Personal Information
- D. Compensation Information

Answer: A

Explanation:
Workflow derivation rules for new hires are assigned in the Job Information HRIS element.
The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.
This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 70
Which clause meets the WFD_Address rule requirement?

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

Answer: C

Explanation:
The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.
City and CountryRegion are equal to Null.
When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 71

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- B. Create one configuration UI for the object.
- C. Set the externalName field to Data Type = User.
- D. Set the externalCode field to Data Type = User.

Answer: B,D

Explanation:
To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:
C . Create one configuration UI for the object.
A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.
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D . Set the externalCode field to Data Type = User.
The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.
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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:
A . Set the externalName field to Data Type = User.
The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
B . Create a Valid When association for the object.
While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 72
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