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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

NEW QUESTION # 39

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- B. Job Information Model
- C. Employee Information Model
- D. Employee Information

Answer: B

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

C: Job Information Model

NEW QUESTION # 40

Which method of modifying employee data will trigger an event reason derivation?

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

Answer: D

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 41

Where do you enable the Enter Manager to Filter Positions option to only display manager's lower-level positions in Hire, MSS Job Information and History?

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

Answer: D

NEW QUESTION # 42

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.
Which approver type do you use?

- A. Dynamic Group
- B. Dynamic Role
- C. Manager
- D. Role

Answer: B

Explanation:
To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.
A Manager approver type refers to direct line managers, which is different from business unit heads.
Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 43
Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- B. The system will reject both workflows.
- C. The system will cancel the first workflow.
- D. The system will allow both workflows to continue.

Answer: D

Explanation:
When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.
Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 44
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