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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question.

- **A. Location to Geozone**
- B. Department to Division
- C. Location to Legal Entity
- **D. Pay Range to Legal Entity**

Answer: A,D

Explanation:

Standard one-to-one associations link objects in a parent-child relationship, where each instance of the parent object is associated with one instance of the child object. Examples include:

* Location to Geozone: A location belongs to one specific geozone.

* Pay Range to Legal Entity: A pay range is tied to a single legal entity.

Location to Legal Entity and Department to Division are examples of one-to-many associations.

NEW QUESTION # 48

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- **B. Create a job requisition for a vacant position**
- C. Nominate a successor for a position
- **D. Mass copy positions**
- **E. Add a lower-level position**

Answer: B,D,E

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

* A. Add a lower-level position:

* Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

* C. Create a job requisition for a vacant position:

* A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

* E. Mass copy positions:

* This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 49

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- **A. [[SUBJECT_USER]]**
- **B. [[EVENT_REASON]]**
- C. [[HRIS_ELEMENT]]
- D. [[RECIPIENT_NAME]]

Answer: A,B

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

* [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

* [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

* A: [[SUBJECT_USER]]

* B: [[EVENT_REASON]]

NEW QUESTION # 50

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

Answer: C

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 # 51

How does the system validate the destination object for composite associations?

- **A. The system validates if the destination object has effective dating set to From Parent.**
- B. The system validates if the destination object has effective dating set to None.
- C. The system validates if the destination object has effective dating set to Basic.
- D. The system validates if the destination object has effective dating set to Multiple Changes Per Day.

Answer: A

Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 52

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