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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q82-Q87):

NEW QUESTION # 82

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- B. Trigger Rules for Hire/Rehire
- C. Trigger Workflows
- D. Trigger Rules to Display Internal Job History

Answer: B,C

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A. Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes

or events.

C . Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B . Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D . Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 83

Which clause meets the WFD_Address rule requirement?

- A. Option B
- B. Option C
- **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 # 84

Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: C

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.

The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

NEW QUESTION # 85

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- **B. Automated Daily Hierarchy Adaptation**
- C. Move Position with Supervisor on Job Information change
- **D. Follow Up Activity in Position**
- **E. To Be Hired Status Adaptation**

Answer: B,D,E

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 86

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Updating Job Information with the same effective date
- C. Rehiring an inactive employee
- D. **Terminating an employee**

Answer: D

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 87

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