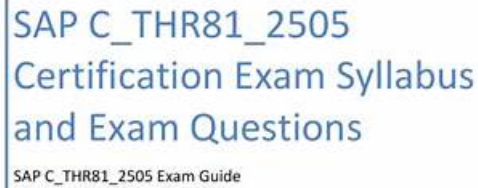


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q21-Q26):

NEW QUESTION # 21

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit; Base Object: Employee Information
- B. Event Type: onSave; Base Object: Legal Entity
- C. Event Type: onInit; Base Object: Standard Hours
- D. Event Type: onChange; Base Object: Employee Information

Answer: C

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 22

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <association> as part of <hris-element id="location">
- B. <field-criteria> as part of <hris-field="company">
- C. <field-criteria> as part of <hris-field="location">
- D. <association> as part of <hris-element id="jobInfo">

Answer: A,C

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

B: <field-criteria> as part of <hris-field id="location">

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 23

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Username
- **B. Personal Id External**
- **C. Event Date**
- D. User Id

Answer: B,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B . Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

D . Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A . Username

The username is associated with system login credentials and is not a required field for importing personal information.

C . User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 24

How is the event reason derived when a business rule is enabled for import?

- A. The event reason must be selected manually.
- **B. The event reason indicated in the import overrides the onSave ERD rule.**
- C. The event reason is derived using the catch-all rule.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Answer: B

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

A . The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

B . The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

D . The onSave ERD rule overrides the event reason value indicated in the import file.

This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 25

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- **A. Base Object: Job Information; Assigned to Location field as onChange**
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Location; Assigned to Timezone field as onChange

Answer: A

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

* Base Object: Job Information

* Trigger Event: Assigned to the Location field with the event set to onChange. This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 26

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