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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q76-Q81):

NEW QUESTION # 76

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the division object definition
- B. A Composite association in the business unit object definition
- C. A Valid When association in the business unit object definition
- D. A Composite association in the division object definition

Answer: A

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 77

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Legacy Picklist ID
- B. Picklist Code
- C. Picklist Value ID
- D. Picklist Value External Code

Answer: B

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

A . Picklist Value ID

This refers to individual entries within a picklist and is not used to define the source of valid values for a field.

C . Legacy Picklist ID

Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.

D . Picklist Value External Code

This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 78

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

Answer: C

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such

workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 79

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- B. Termination
- C. Hire
- D. Data change

Answer: B,C

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 80

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 81

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