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

NEW QUESTION # 39

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Higher level object
- B. Composite association - Parent object
- C. Valid When association - Lower level object
- D. Composite association - Child object

Answer: A,D

Explanation:

Valid When Association:

* This is used to define conditional relationships and is applied to higher-level objects.

Composite Association:

* This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 40

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- B. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- C. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$
- D. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$

Answer: D

Explanation:

The formula $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$ ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 41

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

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

Answer: B,C,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 # 42

How do you set the event date in Compensation information for the Jobinfo_FTE_Comp cross-entity rule?

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

Answer: B

NEW QUESTION # 43

Which rule supports the Default_JobClass requirement?

- A. Option D
- B. Option C
- 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 # 44

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