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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q80-Q85):

NEW QUESTION # 80

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Self-Source - Initiator
- **B. By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

Answer: B

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

- * Approver Type: Manager
- * Approver Role: Manager
- * Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
- * Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 81

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information Model
- **B. Job Information Model**
- C. Job Information
- D. Employee Information

Answer: B

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

Correct answer:

C: Job Information Model

NEW QUESTION # 82

To which Job information field will you assign the Default_JobClass rule?

- A. Job Title
- B. Pay Grade
- **C. Job Code**
- D. Employee Class

Answer: C

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 83

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Saturday, the day after the sync job completes
- **B. Tuesday, the day the transaction is entered**

- C. Friday, when the sync job completes
- D. Thursday, when the change becomes effective

Answer: C

Explanation:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 84

An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

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

Answer: D

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).

Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 85

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