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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q50-Q55):

NEW QUESTION # 50

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- B. The first IF clause must be blank
- C. The first IF clause must be set to Always True.
- D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.

Answer: D

Explanation:

The recommended practice to start event reason derivation rules is to begin with a condition that checks if the event reason value is NULL. If the value is NULL, the rule skips the event reason derivation process. This approach prevents unnecessary processing and ensures that only valid scenarios trigger further rule logic, improving system performance and accuracy.

Scenario 1: HR Transaction Rules

NEW QUESTION # 51

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a person id external.
- B. A user can have only one user id.
- C. A user can have only one person id external.
- D. A user can have multiple user ids.
- E. Once generated, you CANNOT change a user id.

Answer: C,D,E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

- * A. Once generated, you CANNOT change a user id.
- * The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.
- * D. A user can have multiple user ids.
- * An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.
- * E. A user can have only one person id external.
- * The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

- * B. A user can have only one user id.
- * This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.
- * C. Once generated, you CANNOT change a person id external.
- * This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

NEW QUESTION # 52

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

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

Answer: A

NEW QUESTION # 53

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- **B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.**
- C. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- D. Create a field in the Legal Entity France object in Configure Object Definition.

Answer: B

Explanation:

To create a custom field that appears only for legal entity France:

* Use Configure Object Definition to add the field in the Legal Entity object.

* Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 54

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- **B. The alternate workflow is used when there is a future-dated record entered for the employee.**
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: B

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 55

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