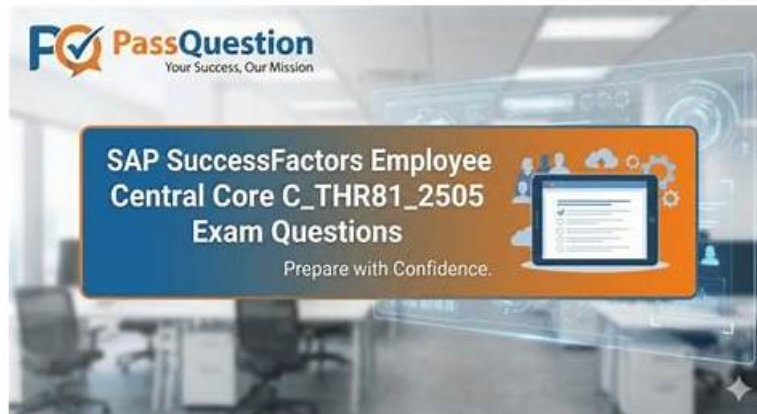


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q36-Q41):

NEW QUESTION # 36

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

Scenario 1: HR Transaction Rules

7 of 16

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

- Then
Set Spot Bonus Model:Employment Details Model:Job Information:Event Date to be equal to Spot Bonus Model:Spot Bonus:Employment Details:Job In
- Then
Set Compensation Information Model:Employment Details Model:Job Information:Event Date to be equal to Job Information:Event Da
- Then
Set Compensation Information Model:Job Information:Event Date to be equal to Compensation Information Model:Employment Details Model:Job Info
- Then
Set Job Information Model:Compensation Information II:Event Date to be equal to Job Information Model:Event Da
The rule selects one entry from the class "Compensation Information" where...

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

Answer: A

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 37

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in Succession Data Model.
- B. Enable the field in the Corporate Data Model.
- C. Enable the auto-delegate permission for users.
- D. Define the delegate relationship in Employee Central.

Answer: B,C

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

- * Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
- * Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

- * B: Enable the auto-delegate permission for users.
- * D: Enable the field in the Corporate Data Model.

NEW QUESTION # 38

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Workflows
- B. Trigger Rules for Hire/Rehire
- C. Save Changes to Foundation Objects
- D. Trigger Rules to Display Internal Job History

Answer: A,B

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A . Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

C . Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B . Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D . Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 39

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Relationship Info
- **B. Employment Details**
- **C. Job Information**
- D. Pay Component Recurring

Answer: B,C

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 40

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- **A. SOAP**
- **B. Data**
- C. RFC
- D. IDoc

Answer: A,B

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 41

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