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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q72-Q77):

NEW QUESTION # 72

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be accessed by using SAP For Me.

- B. Customers can grant access to the dashboard to partners.
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: A,B

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 73

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- B. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The technicalParameters value has NOT been set to SYNC in the position records.

Answer: B,C

Explanation:

B . The technicalParameters column with a value of SYNC has NOT been included in the import file:

When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 74

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self-Service? Note: There are 2 correct answers to this question.

- A. Set the externalName field to Data Type = User.
- B. Set the externalCode field to Data Type = User.
- C. Create one configuration UI for the object.
- D. Create a Valid When association for the object.

Answer: B,C

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

C . Create one configuration UI for the object.

A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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D . Set the externalCode field to Data Type = User.

The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

A . Set the externalName field to Data Type = User.

The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

B . Create a Valid When association for the object.

While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 75

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

Answer: A

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 # 76

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

Answer: B,D

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 # 77

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