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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q19-Q24):

NEW QUESTION # 19

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use?

- A. Manager
- **B. Dynamic Role**
- C. Dynamic Group
- D. Role

Answer: B

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically

assign approval tasks based on relationships such as the head of a specific organizational structure. A Manager approver type refers to direct line managers, which is different from business unit heads. Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 20

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

Workflow Configuration



- A. No Approver Behavior
- **B. Edit Transaction**
- C. Context
- D. Respect Permission

Answer: B

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 21

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.

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Employee Transfer Workflow (WF_Employee_Transfer)



What is the expected behavior of this workflow?

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- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- **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. An approver can automatically reroute this request to another employee during vacation.

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 # 22

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate any generic object field labels in the instance
- **B. To translate MDF FO field labels**
- C. To translate XML and MDF FO field labels
- D. To translate XML FO field labels

Answer: B

NEW QUESTION # 23

Which method of modifying employee data will trigger an event reason derivation?

- **A. Using Actions menu in People Profile**
- B. Deleting a record in history UI
- C. Inserting a new record in history UI
- D. Using Add New Hire

Answer: A

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 24

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