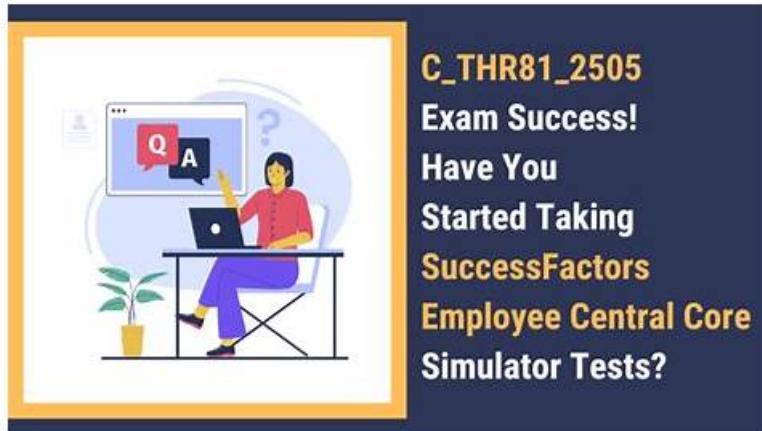


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q28-Q33):

NEW QUESTION # 28

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <association> as part of <hris-element id="jobInfo">
- C. <association> as part of <hris-element id="location">
- D. <field-criteria> as part of <hris-field="location">

Answer: C,D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an `<association>` element to link it to the `legalEntity` object. This association should be defined within the `<hris-element id="location">` section.

Configure Field Criteria for the Location Field:

Within the Job Information (`jobInfo`) element, add a `<field-criteria>` element as part of the `<hris-field id="location">`. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

- B: `<field-criteria>` as part of `<hris-field id="location">`
- D: `<association>` as part of `<hris-element id="location">`

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 29

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

Answer: C

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 # 30

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. **Terminating an employee**
- C. Rehiring an inactive employee
- D. Updating Job Information with the same effective date

Answer: B

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 31

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: C

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 32

Which rule supports the Default_JobClass requirement?

.....

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

Answer: C

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 33

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