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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q14-Q19):

### NEW QUESTION # 14

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Employment Details
- C. Job Relationships

- D. Addresses

**Answer: A,B**

Explanation:

The &&NO\_OVERWRITE&& operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO\_OVERWRITE&& operator.

#### NEW QUESTION # 15

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

**Answer: C**

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 # 16

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

□

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

**Answer: A**

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 # 17

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Edit/Insert
- B. Job Information Actions > View History
- C. Edit Link > Edit/Insert
- **D. Job Information Actions > Correct**

**Answer: D**

Explanation:

Job Information Actions > Correct permission controls the Edit button in the Job Information history.

This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

### NEW QUESTION # 18

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- **B. Create a job requisition for a vacant position**
- **C. Add a lower-level position**
- **D. Mass copy positions**
- E. Nominate a successor for a position

**Answer: B,C,D**

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

### NEW QUESTION # 19

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