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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q68-Q73):

NEW QUESTION # 68

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

Answer: A

NEW QUESTION # 69

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must be set to Always True.
- B. The first IF clause must be blank.
- **C. The first IF clause must check if the event reason value is ≠ NULL, then skip the event reason derivation.**
- D. The first IF clause must check if the event reason value is = NULL, then skip the event reason derivation.

Answer: C

NEW QUESTION # 70

What base object must you use for the Jobinfo_FTE_Comp rule?

- **A. Job Information Model**
- B. Compensation Information Model
- C. Non Recurring Pay Component Model
- D. Compensation Model

Answer: A

NEW QUESTION # 71

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hrис-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 Position.Department to be equal to Job Information.Department.**
- B. The business rule to sync data changes sets the Job Information.Department too be equal to Job Information.Position.Deepartment.
- C. The technicalParameters vaalue has NOT been set to SYNC in the position records.
- **D. The technicalParameters column with a value of SYNC has NOT been included in the import file.**

Answer: A,D

NEW QUESTION # 72

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

Answer: B

NEW QUESTION # 73

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