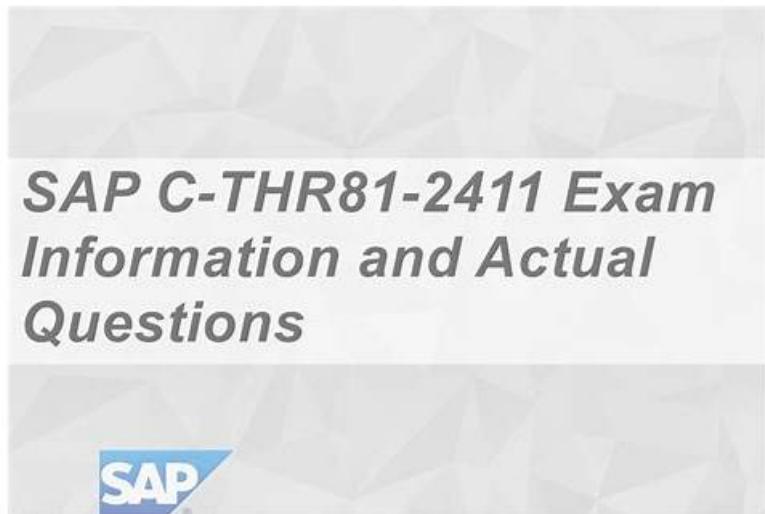


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q64-Q69):

NEW QUESTION # 64

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.

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.

Employee Transfer Workflow (WF_Employee_TTransfer)

Workflow ID: WF_Employee_Transfer
Name: Employee Transfer Workflow

Description
Remind In Days
Is Delegate Supported: No
Alternate Workflow: New Hire Workflow (CC_XX_NEWHIRE_WF)
Redirect CC Users To Workflow Approval Page: No
Escalation

What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- **C. The alternate workflow is used when there is a future-dated record entered for the employee.**
- D. An approver can automatically reroute this request to another employee during vacation.

Answer: C

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 # 65

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- **A. Go to <dg-filters> then add cost-center**
- B. Go to <hris-field id="cost-center"> then add filter="true"
- C. Go to <custom-filters> then add cost-center
- D. Go to <hris-element="jobInfo"> then add dg-filter="true"

Answer: A

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

* Navigate to the <dg-filters> section within the Succession Data Model.

* Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

NEW QUESTION # 66

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being understaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- **C. The target FTE is checked to prevent the position from being overstuffed.**
- D. The standard hours are checked to prevent the position from being overstuffed.

Answer: C

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstuffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the

predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 67

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the workflow is sent back by any approver
- B. When the approvers decline the workflow
- C. When the workflow is approved by all approvers
- D. When the employee initiates the workflow

Answer: C

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 68

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Create Right to Return for Incumbent
- B. Update Rule for Mass Change Run
- C. Trigger Rules for Off Cycle Event Batch
- D. Trigger Rules to Calculate Full-Time Equivalent
- E. Derive Job Requisition Template in Recruiting Integration

Answer: A,B,D

Explanation:

Application-specific rule scenarios in Position Management include:

- * A. Create Right to Return for Incumbent:
* This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.
- * B. Update Rule for Mass Change Run:
* This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.
- * C. Trigger Rules to Calculate Full-Time Equivalent:
* This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance. These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 69

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