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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q52-Q57):

NEW QUESTION # 52

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit; Base Object: Employee Information
- B. Event Type: onSave: Base Object: Legal Entity
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onInit; Base Object: Standard Hours

Answer: D

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 53

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

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

Answer: C,D

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 # 54

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- B. Set the externalName field to Data Type = User.
- C. Create one configuration UI for the object.
- D. Set the externalCode field to Data Type = User.

Answer: C,D

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

C . Create one configuration UI for the object.

A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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D . Set the externalCode field to Data Type = User.

The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

A . Set the externalName field to Data Type = User.

The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

B . Create a Valid When association for the object.

While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 55

How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. **onChange rules are supported when the fields are included in the template.**
- C. The system does NOT support onPostSave rules.
- D. **onView rules are supported when the fields are included in the template.**

Answer: B,D

NEW QUESTION # 56

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

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

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 # 57

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