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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q59-Q64):

NEW QUESTION # 59

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Personal Information
- B. Job Information
- C. Pay Component Recurring
- D. Address Information

Answer: B,C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

* Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

* Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 60

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to Basic.
- B. The system validates if the destination object has effective dating set to From Parent.
- C. The system validates if the destination object has effective dating set to None.
- D. The system validates if the destination object has effective dating set to Multiple Changes Per Day.

Answer: B

NEW QUESTION # 61

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

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

Answer: B

Explanation:

The rule inOption Beffectively captures all unspecified events in a transaction because:

* It sets theEvent Reason Valuetto "Data Change" whenever the Event Reason Value isnull.

* 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: HRTransaction Rules

NEW QUESTION # 62

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- **A. Dynamic Role**
- B. Manager
- C. Role
- D. Dynamic Group

Answer: A

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

* A Manager approver type refers to direct line managers, which is different from business unit heads.

* Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 63

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value ID
- **B. Picklist Code**
- C. Legacy Picklist ID
- D. Picklist Value External Code

Answer: B

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

* A. Picklist Value ID

* This refers to individual entries within a picklist and is not used to define the source of valid values for a field.

* C. Legacy Picklist ID

* Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.

* D. Picklist Value External Code

* This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 64

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