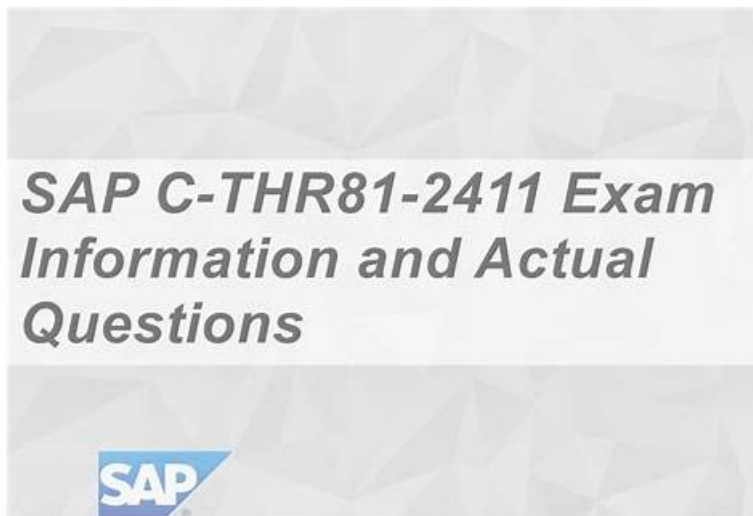


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q45-Q50):

NEW QUESTION # 45

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the labels.
- B. Add a new event.
- C. Add a new language translation.
- D. Change the status.
- E. Change the external_code of an event.

Answer: A,C,D

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

- * A. Add a new language translation
- * New language translations can be added for events and event reasons to support multilingual organizations.
- * B. Change the status
- * You can activate or deactivate events based on organizational needs.
- * D. Change the labels
- * Labels for events can be modified for better understanding and alignment with organizational terminology.

C: Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 46

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a composite association to the Legal Entity object
- B. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- C. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- D. As a generic object with a Valid When association to the Legal Entity object

Answer: C

Explanation:

To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 47

Your customer would like to autogenerate the Position Code to avoid manual entry.

Which of the following are prerequisites to achieve this requirement?

Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- D. Set the Position Code field as read-only in the Position Object Definition
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code

Answer: A,B,D

NEW QUESTION # 48

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Data
- B. Manage User
- C. Employee Central Effective Dated Entities
- D. Employee View

Answer: A

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

* This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

* Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 49

What base object must you use for the Jobinfo_FTF_Comp rule?

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

Answer: D

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

* This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

* As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 50

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