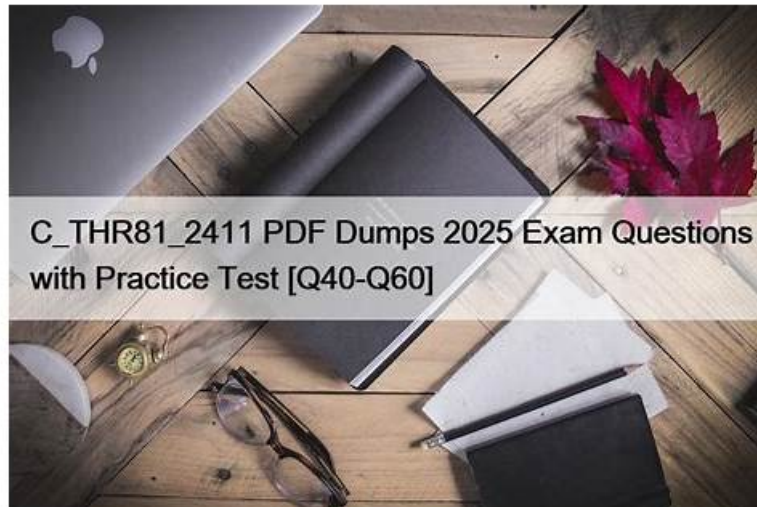


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q59-Q64):

NEW QUESTION # 59

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- B. Employee Information Model

- C. Job Information Model
- D. Employee Information

Answer: C

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

NEW QUESTION # 60

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

Answer: D

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

- * Approver Type: Manager
- * Approver Role: Manager
- * Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
- * Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 61

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <association> as part of <hris-element id="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <field-criteria> as part of <hris-field="location">

Answer: B,D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

- * Define the Association in the Location Object:
- * In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.
- * Configure Field Criteria for the Location Field:
- * Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This

configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block. Therefore, the correct answers are:

- * B:<field-criteria>as part of<hris-field id="location">
- * D:<association>as part of<hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 62

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

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

Answer: A,D

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

- * A. Pay Component Recurring
 - * This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.
 - * D. Job Information
 - * This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.
- Objects like Work Permit Information and Personal Information are not currently supported in cross- entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 63

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. City
- B. Location
- C. Country
- D. Address1

Answer: C

NEW QUESTION # 64

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