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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q58-Q63):

NEW QUESTION # 58

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

Workflow Configuration

The screenshot shows the 'Step 1' configuration screen for a workflow. At the top, there are fields for 'Workflow ID', 'Name', and 'Description'. Below that is a dropdown for 'Future Dated Alternate Workflow' set to 'No Selection'. The main configuration area is divided into three sections: 'Workflow Contributor', 'CC Role', and 'CC Role'. Each section has several options, including 'Approver Type', 'Approver Role', 'Edit Transaction', 'Relationship to Approver', 'No Approver Behavior', and 'Respect Permission'. In the 'Workflow Contributor' section, the 'Edit Transaction' checkbox is checked. In the 'CC Role' section, the 'Respect Permission' checkbox is checked. A large SAP logo is overlaid on the right side of the screenshot.

- A. No Approver Behavior
- B. Edit Transaction
- C. Context
- D. Respect Permission

Answer: B

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 59

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

Answer: A,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 # 60

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.
How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- **D. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**

Answer: D

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 61

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me.**
- B. It can be used in all SAP S/4HANA Cloud editions.
- **C. Customers can grant access to the dashboard to partners.**
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: A,C

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 62

Which object requires entity-type to be configured in HRIS sync mapping?

- A. compInfo
- B. jobinfo
- C. personInfo
- **D. phoneInfo**

Answer: D

Explanation:

When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 63

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