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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which clause meets the WFD_Address rule requirement?

The screenshot displays the SAP HR Transaction Rules configuration interface. It shows three options (A, B, C, D) for the WFD_Address rule requirement. Option A is selected. The rule is defined as: If Address.wfConfig Name is not equal to Address Change, Then Set Address.wfConfig to be equal to Address Change(AddressChange). Option B is: If Address.Address1 is equal to Null, or Address.City is equal to Null, or Address.CountryRegion is equal to Null, Then Set Address.wfConfig to be equal to Address Change(AddressChange). Option C is: If Address.Address1 is equal to Null, and Address.City is equal to Null, and Address.CountryRegion is equal to Null, Then Set Address.wfConfig to be equal to Address Change(AddressChange). Option D is: If This rule is always true, To add an expression please uncheck the Always True checkbox, Then Set Address.wfConfig to be equal to Address Change(AddressChange).

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

Answer: C

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 39

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD-Catch, ERD1, ERD2, ERD3, WFD
- C. ERD1, ERD2, ERD3, WFD, ERD-Catch
- D. ERD1, ERD2, ERD3, ERD-Catch, WFD

Answer: D

Explanation:

The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:
ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.
ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.
WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.
Scenario 1: HR Transaction Rules

NEW QUESTION # 40

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

Answer: B

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 # 41

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- **A. Follow Up Activity in Position**
- **B. Automated Daily Hierarchy Adaptation**
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- **D. To Be Hired Status Adaptation**
- E. Move Position with Supervisor on Job Information change

Answer: A,B,D

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 42

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- **B. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria**
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- **D. By association, using the countryOfRegistration.code in the Condition**

Answer: B,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 43

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