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## **SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q83-Q88):**

### **NEW QUESTION # 83**

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

**Answer: A**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.

Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

#### NEW QUESTION # 84

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

**Answer: A,B**

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 # 85

How is the event reason derived when a business rule is enabled for import?

- A. The event reason must be selected manually.
- B. The event reason indicated in the import overrides the onSave ERD rule.
- C. The onSave ERD rule overrides the event reason value indicated in the import file.
- D. The event reason is derived using the catch-all rule.

**Answer: B**

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

A. The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

B. The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

D . The onSave ERD rule overrides the event reason value indicated in the import file.  
This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

#### NEW QUESTION # 86

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <dg-filters> then add cost-center

**Answer: D**

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

A: Go to <dg-filters> then add cost-center

#### NEW QUESTION # 87

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

**Scenario A: Approvals for Self-Service**

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An employee will be changing their nationality information on their own

How do you build the IF condition in the business rule so they can do this?



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

**Answer: D**

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).

Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

## NEW QUESTION # 88

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