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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q76-Q81):

### NEW QUESTION # 76

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- C. Establish regular housekeeping tasks and procedures.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish release management.

Answer: A,B,D

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

#### NEW QUESTION # 77

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- **B. Terminating an employee**
- C. Rehiring an inactive employee
- D. Adding a new employee

**Answer: B**

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

#### NEW QUESTION # 78

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

**Answer: A**

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 # 79

Which action in the THEN statement is used for propagation?

- A. Raise
- B. Execute
- **C. Set**
- D. Create

**Answer: C**

#### NEW QUESTION # 80

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-component-code
- B. pay-date
- C. is-target
- D. frequency
- E. value

**Answer: A,B,E**

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- \* A. value
- \* This field captures the monetary amount of the non-recurring payment.
- \* B. pay-component-code
- \* This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- \* C. pay-date
- \* This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

#### NEW QUESTION # 81

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