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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q65-Q70):

NEW QUESTION # 65
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. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <association> as part of <hris-element id="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 # 66
What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Mass copy positions
- B. Add a lower-level position
- C. Create a job requisition for a vacant position
- D. Nominate a successor for a position
- E. Run a mass change to update positions

Answer: A,B,C

Explanation:
From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 67
Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Position Management Settings > UI Customizing
- B. In Configure Object Definitions > Position
- C. In Manage Business Configuration > jobInfo
- D. In Position Management Settings > Hierarchy Adaptation

Answer: A

Explanation:
The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 68
Which rule can effectively catch all unspecified events in a transaction?

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

- D. Option B

Answer: D

Explanation:
The rule in Option B effectively captures all unspecified events in a transaction because:
It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 69
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: D

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method.
The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 70
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