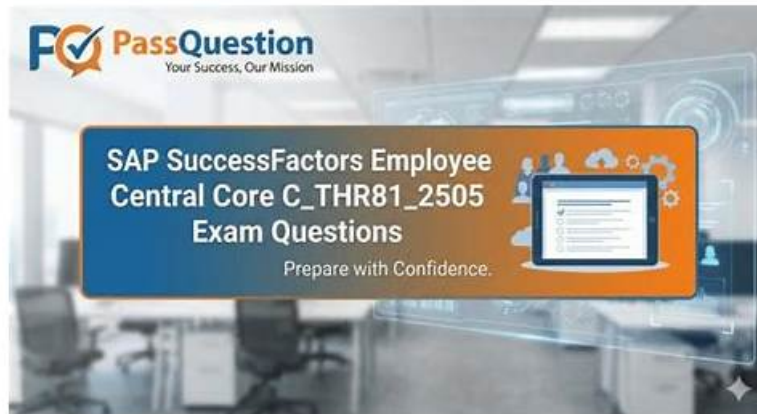


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q51-Q56):

NEW QUESTION # 51

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

Answer: C

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 # 52

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- **A. Job Information**
- **B. Employment Details**
- C. Pay Component Recurring
- D. Job Relationship Info

Answer: A,B

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 53

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- **A. Data**
- B. IDoc
- **C. SOAP**
- D. RFC

Answer: A,C

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 54

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Define the delegate relationship in Employee Central.
- **B. Enable the field in the Corporate Data Model.**
- C. Enable the field in Succession Data Model.
- **D. Enable the auto-delegate permission for users.**

Answer: B,D

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

B: Enable the auto-delegate permission for users.

D: Enable the field in the Corporate Data Model.

NEW QUESTION # 55

To which Job information field will you assign the Default_JobClass rule?

- **A. Job Code**
- B. Job Title
- C. Pay Grade
- D. Employee Class

Answer: A

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 56

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