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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q23-Q28):

NEW QUESTION # 23

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

Answer: B,D

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 # 24

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Employee Data
- C. Manage User
- D. Employee Central Effective Dated Entities

Answer: B

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

* This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

* Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 25

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

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

Answer: B,C,D

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 # 26

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value External Code
- B. Picklist Value ID
- C. Legacy Picklist ID
- D. **Picklist Code**

Answer: D

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

A . Picklist Value ID

This refers to individual entries within a picklist and is not used to define the source of valid values for a field.

C . Legacy Picklist ID

Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.

D . Picklist Value External Code

This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 27

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

Answer: A,B

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 # 28

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