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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q19-Q24):

NEW QUESTION # 19
Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will allow both workflows to continue.
- B. The system will cancel the second workflow.
- C. The system will cancel the first workflow.
- D. The system will reject both workflows.

Answer: A

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 20

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[EVENT_REASON]]
- C. [[SUBJECT_USER]]
- D. [[RECIPIENT_NAME]]

Answer: B,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are supported:

[[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

[[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

A: [[SUBJECT_USER]]

B: [[EVENT_REASON]]

NEW QUESTION # 21

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).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 22
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).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 23
How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- B. The system validates if the destination object has effective dating set to Basic.
- C. The system validates if the destination object has effective dating set to None.
- D. The system validates if the destination object has effective dating set to From Parent.

Answer: D

Explanation:
In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.
This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 24
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