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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q16-Q21):

NEW QUESTION # 16

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onEdit; Base Object: Employee Information
- **C. Event Type: onInit; Base Object: Standard Hours**
- D. Event Type: onChange; Base Object: Employee Information

Answer: C

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 17

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- B. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- **C. Set the IF statement to Always True and set the THEN statement as blank.**
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: C

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 18

Which clause meets the WFD_Address rule requirement?

□

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

Answer: C

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

* Address is not equal to Null.

* City and CountryRegion are equal to Null.

* When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 19

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 - Employee
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- 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 # 20

Which action in the THEN statement is used for propagation?

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

Answer: A

NEW QUESTION # 21

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