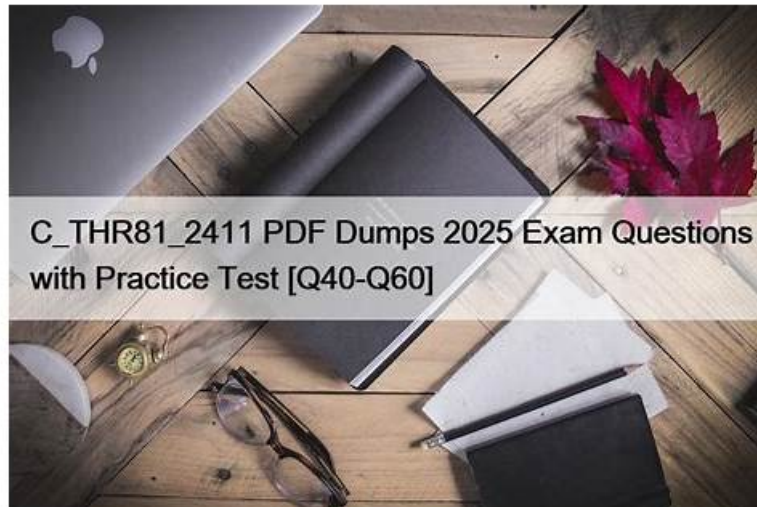


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q78-Q83):

NEW QUESTION # 78

How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- **B. The event reason indicated in the import overrides the onSave ERD rule.**
- C. The event reason must be selected manually.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Answer: B

NEW QUESTION # 79

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- B. By association, using the 3-letter ISO code of the country in the Condition Values
- C. By association, using the countryOfRegistration.code in the Condition
- D. By association, using the countryOfRegistration.code in the Source Filter Criteria

Answer: A,C

NEW QUESTION # 80

The HR admin has to change the salary of an employee. Which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

The screenshot shows the 'Workflow Configuration' screen in SAP. It includes fields for 'Workflow ID', 'Name', and 'Description'. Below these are sections for 'Step 1', 'Workflow Contributor', 'CC Role', and 'Future Dated Alternate Workflows'. The 'Edit Transaction' option is highlighted in the 'Future Dated Alternate Workflows' section.

- A. Respect Permission
- B. No Approver Behavior
- C. Edit Transaction
- D. Context

Answer: C

NEW QUESTION # 81

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

Answer: D

NEW QUESTION # 82

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- B. Terminating an employee
- C. Rehiring an inactive employee
- D. Adding a new employee

Answer: A

NEW QUESTION # 83

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