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QUESTION & ANSWERS

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q30-Q35):

NEW QUESTION # 30

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

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

Answer: A,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 # 31

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- B. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- C. Respect workflow at Copy Position in Position Organizational Chart
- D. Define a specific transition period for a group of positions
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: B,C,E

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

- * A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents:
- * Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.
- * B. Respect workflow at Copy Position in Position Organizational Chart:
- * Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.
- * E. Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:
- * Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 32

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

Answer: B,C

NEW QUESTION # 33

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

Answer: B,C

NEW QUESTION # 34

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Employee Transfer Workflow (WF_Employee_TTransfer)

Workflow ID	WF_Employee_TTransfer
Name	Employee Transfer Workflow
Description	
Remind In Days	
Is Delegate Supported	No
Alternate Workflow	New Hire Workflow (CC_XX_NEWHIRE_WF)
Redirect CC Users To Workflow Approval Page	No
Escalation	

What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. The alternate workflow is used when there is a future-dated record entered for the employee.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

Answer: B

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 35

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After two decades in Washington, DC, including stints on Capitol Hill C-THR81-2411 and with two major multinational corporations, she helped launch the tax channel at the popular personal finance website, Bankrate.com.

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