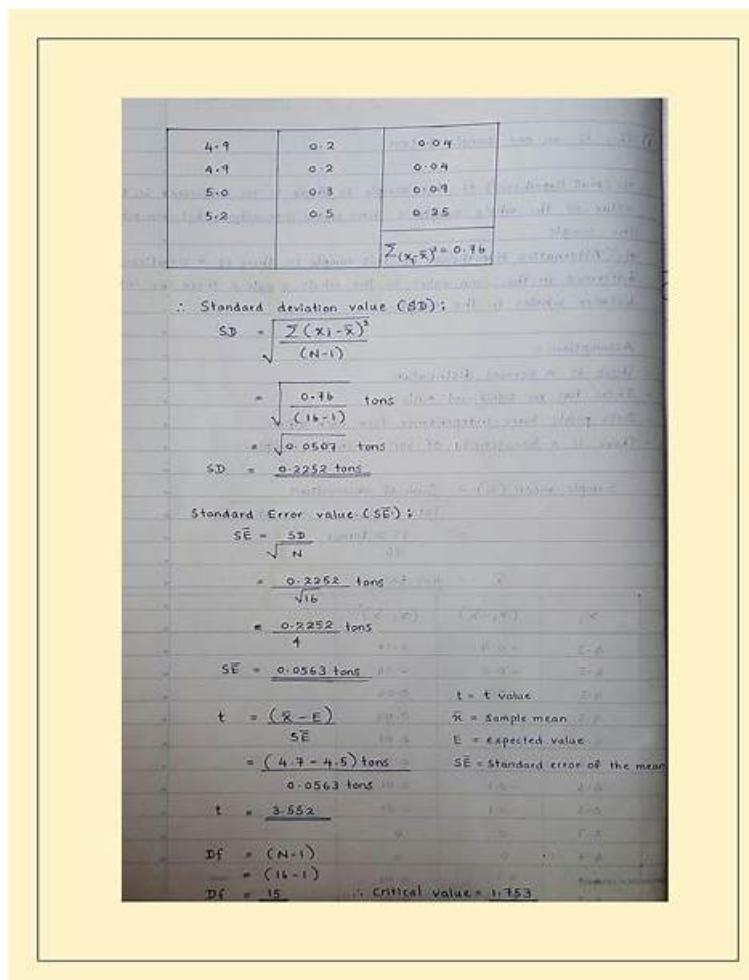


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q25-Q30):

NEW QUESTION # 25

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: C

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 26

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: C

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 27

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.

What is the expected behavior of this workflow?

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

Answer: D

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 # 28

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. City
- B. Location
- **C. Country**
- D. Address1

Answer: C

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

NEW QUESTION # 29

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- **A. Define roles and responsibilities as part of a process transformation office.**
- B. Establish regular housekeeping tasks and procedures.
- C. Establish release management.
- **D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.**
- **E. Integrate clean core practices in the end-to-end value process chain.**

Answer: A,D,E

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

NEW QUESTION # 30

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