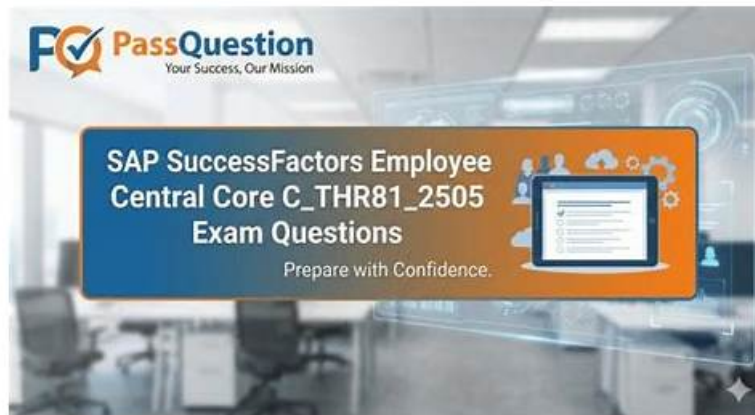


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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q78-Q83):

NEW QUESTION # 78

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- B. Trigger Rules to Display Internal Job History
- C. Trigger Rules for Hire/Rehire
- D. Trigger Workflows

Answer: C,D

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A. Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

C . Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B . Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D . Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 79

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. The alternate workflow is used when there is a future-dated record entered for the employee.**
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. An approver can automatically reroute this request to another employee during vacation.

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 # 80

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location; Assigned to Timezone field as onChange
- **B. Base Object: Job Information; Assigned to Location field as onChange**
- C. Base Object: Job Information; Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

Answer: B

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

* Base Object: Job Information

* Trigger Event: Assigned to the Location field with the event set to onChange. This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 81

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onView rules

- C. onSave rules
- D. onChange rules

Answer: C,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 82

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. value
- B. frequency
- C. pay-component-code
- D. is-target
- E. pay-date

Answer: A,C,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

* A. value

* This field captures the monetary amount of the non-recurring payment.

* B. pay-component-code

* This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

* C. pay-date

* This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 83

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