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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q21-Q26):

NEW QUESTION # 21
How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

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

Answer: A

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 # 22
Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

Answer: C

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.
Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 23
Fields in the termination screen are configured in which hris-element?

- A. Personal Information
- B. Employment Information
- C. Compensation Information
- D. Job Information

Answer: B

Explanation:
Fields displayed on the termination screen are configured in the Employment Information HRIS element. This element contains employment-specific details, such as hire dates, termination dates, and reasons for termination.
Other HRIS elements like Personal Information, Compensation Information, and Job Information do not manage termination-specific configurations

NEW QUESTION # 24
What tags are supported in alert messages?
Note: There are 2 correct answers to this question.

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

Answer: C,D

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.
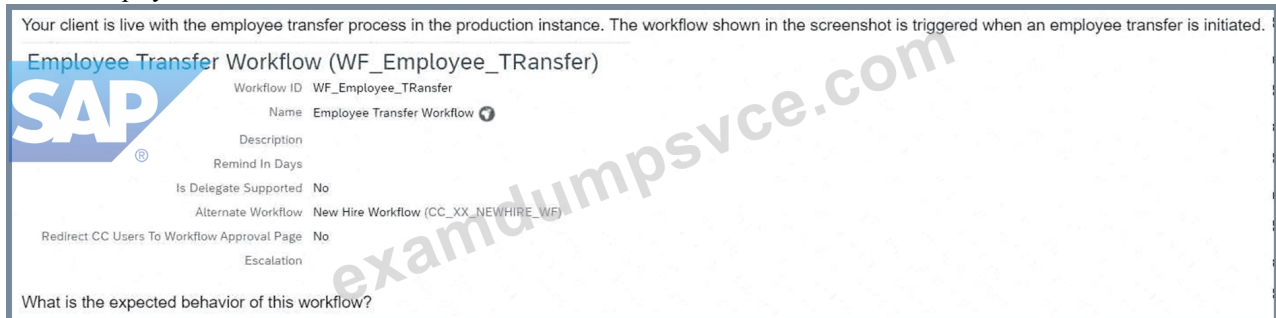* [[EVENT_REASON]]: Refers to the event reason triggering the alert.
Correct Answers:
* A: [[SUBJECT_USER]]

* B: [[EVENT_REASON]]

NEW QUESTION # 25

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

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 # 26

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