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

NEW QUESTION # 21

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 22

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- **A. In the workflow, Respect Permissions was set to No for the notification line to the manager.**
- B. The manager has transactions pending approval permission for Personal Information.
- C. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- D. The manager's approver context is set to Source

Answer: A

Explanation:

When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 23

How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

- **A. Go to <dg-filters> then add cost-center**
- B. Go to <hris-field id="cost-center"> then add filter="true"
- **C. Go to <hris-element="jobinfo"> then add dg-filter="true"**
- D. Go to <custom-filters> then add cost-center

Answer: A,C

NEW QUESTION # 24

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- B. The first IF clause must be blank
- C. The first IF clause must be set to Always True.
- **D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.**

Answer: D

Explanation:

The recommended practice to start event reason derivation rules is to begin with a condition that checks if the event reason value is NULL. If the value is NULL, the rule skips the event reason derivation process. This approach prevents unnecessary processing and ensures that only valid scenarios trigger further rule logic, improving system performance and accuracy.

Scenario 1: HR Transaction Rules

NEW QUESTION # 25

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- **A. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

Answer: A

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

* Create a Dynamic Role using the Legal Entity filter.

* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 26

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