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SAP Certified Associate - SAP SuccessFactors Employee Central Core

Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which rule supports the Default_JobClass requirement?

- A. Option A
- B. Option D
- C. Option C
- **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 # 23

Which rule supports the Default_JobClass requirement?

1 of 10

Which rule supports the Default_JobClass requirement?

☐ A

☐ B

☐ C

☐ D

Option A:

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model Job Title Value to be equal to Job Information Model Job Classification Value
- Set Job Information Model Pay Grade Value to be equal to Job Information Model Pay Grade Value
- Set Job Information Model Employee Class Value to be equal to Job Information Model Employee Class Value

Option B:

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model Job Title Value to be equal to Job Information Model Job Classification Value Job Title Default Value
- Set Job Information Model Pay Grade Value to be equal to Job Information Model Job Classification Value Pay Grade
- Set Job Information Model Employee Class Value to be equal to Job Information Model Job Classification Value Employee Class

Option C:

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model Job Title Value to be equal to Job Information Model Job Classification Value Job Title Default Value
- Set Job Information Model Pay Grade Value to be equal to Job Information Model Job Classification Value Pay Grade
- Set Job Information Model Employee Class Value to be equal to Job Information Model Job Classification Value Employee Class

Option D:

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model Job Title Value to be equal to Job Information Model Job Title Previous Value
- Set Job Information Model Pay Grade Value to be equal to Job Information Model Pay Grade Previous Value
- Set Job Information Model Employee Class Value to be equal to Job Information Model Employee Class Previous Value

Option E:

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model Job Title Value to be equal to Job Information Model Job Title Value
- Set Job Information Model Pay Grade Value to be equal to Job Information Model Pay Grade Value
- Set Job Information Model Employee Class Value to be equal to Job Information Model Employee Class Value

- A. Option A
- B. Option D
- C. Option C
- **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 # 24

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to Basic.
- B. The system validates if the destination object has effective dating set to None.
- C. The system validates if the destination object has effective dating set to From Parent.
- D. The system validates if the destination object has effective dating set to Multiple Changes Per Day.

Answer: C

Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 25

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

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

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 # 26

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_Transfer)

Workflow ID	WF_Employee_Transfer
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. 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. An approver can automatically reroute this request to another employee during vacation.
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- 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 # 27

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