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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q35-Q40):

NEW QUESTION # 35

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

Workflow Configuration

The screenshot shows the 'Step 1' configuration for a workflow. The 'Edit Transaction' checkbox is highlighted in red. Other options include 'No Approver Behavior', 'Respect Permission', and 'Context'. The 'Future Dated Alternate Workflow' dropdown is set to 'No Selection'.

- A. No Approver Behavior
- **B. Edit Transaction**
- C. Respect Permission
- D. Context

Answer: B

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 36

Which fields are required when importing Personal Information?

Note: There are 2 correct answers to this question.

- A. Username
- B. User Id
- **C. Personal Id External**
- **D. Event Date**

Answer: C,D

NEW QUESTION # 37

An employee will be changing their nationality information on their own.

How do you build it IF condition in the business rule so they can do this?

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

Answer: A

NEW QUESTION # 38

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- B. Employee Information
- C. Employee Information Model
- **D. Job Information Model**

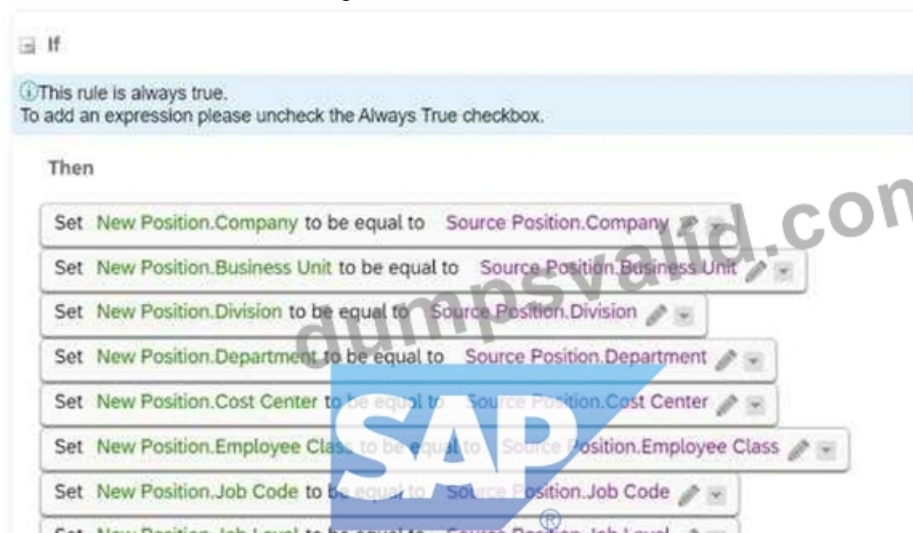
Answer: D

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

NEW QUESTION # 39

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.



- A. The workflow configuration should NOT be included in the business rule.
- **B. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.**
- C. The Company field should NOT be included in the business rule.
- **D. The Parent Position field should NOT be included in the business rule.**

Answer: B,D

NEW QUESTION # 40

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