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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q43-Q48):

NEW QUESTION # 43
Which clause meets the WFD_Address rule requirement?

Scenario 1: HR Transaction Rules

Which clause meets the WFD_Address rule requirement?

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

Answer: A

Explanation:
The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
* Address is not equal to Null.
* City and CountryRegion are equal to Null.
* When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 44
Which method of modifying employee data will trigger an event reason derivation?

- A. Using Actions menu in People Profile
- B. Inserting a new record in history UI
- C. Deleting a record in history UI
- D. Using Add New Hire

Answer: A

Explanation:
Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.
Therefore, the correct answer is:
* B: Using Actions menu in People Profile
This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 45
Your customer needs to set up a workflow to direct approval processes to the head of a business unit.
Which approver type do you use?

- A. Dynamic Role

- B. Manager
- C. Role
- D. Dynamic Group

Answer: A

NEW QUESTION # 46

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

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

Answer: A

Explanation:
Workflow derivation rules for new hires are assigned in the Job Information HRIS element.
* The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.
* This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 47

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Manager - Source
  *By selecting in Slep 2. Role-Manager Manager - Target
- B. By selecting in Step 1: Role - Self-Source
  *By selecting in Step 2. Role- Manager - Target
- C. By selecting in Step 1. Role-Manager - Source
  *By selecting in Step 2: Role - Manager - Target
- D. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  *By selecting in Step 2: Position Relationship - Parent Position - Target

Answer: C

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
* Step 1: Role - Manager - Source (current manager of the employee).
* Step 2: Role - Manager - Target (future manager of the employee).This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 48

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