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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q80-Q85):

NEW QUESTION # 80

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

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

Answer: B

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 # 81

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

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

Answer: A

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 # 82

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.

* C: Job Information Model

NEW QUESTION # 83

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 # 84

How do you create country-specific fields for the Legal Entity object?

- A. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- **B. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object**
- C. As a generic object with a composite association to the Legal Entity object
- D. As a generic object with a Valid When association to the Legal Entity object

Answer: B

Explanation:

To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 85

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