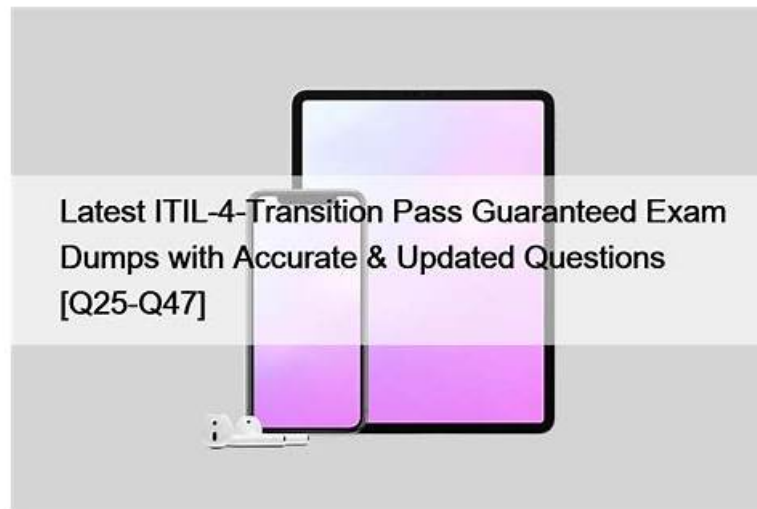


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q40-Q45):

NEW QUESTION # 40

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question



- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Employee HR-Source- Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: A

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

* Approver Type: Manager

* Approver Role: Manager

* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 41

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. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- C. The alternate workflow is used when there is a future-dated record entered for the employee.
- D. An approver can automatically reroute this request to another employee during vacation.

Answer: C

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 # 42

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 permission groups for each legal entity and assign them to the HR admin role.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

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 # 43

Which clause meets the WFD_Address rule requirement?

Scenario 1: HR Transaction Rules

8 of 10

Which clause meets the WFD_Address rule requirement?





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

Answer: C

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

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 permission groups for each legal entity and assign them to the HR admin role.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: A

NEW QUESTION # 45

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