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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q75-Q80):

NEW QUESTION # 75

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

Answer: C

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 # 76

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self-Service? Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- **B. Create one configuration UI for the object.**
- **C. Set the externalCode field to Data Type = User.**
- D. Set the externalName field to Data Type = User.

Answer: B,C

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

C . Create one configuration UI for the object.

A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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D . Set the externalCode field to Data Type = User.

The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

A . Set the externalName field to Data Type = User.

The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

B . Create a Valid When association for the object.

While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 77

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.

What is the expected behavior of this workflow?

- **A. The alternate workflow is used when there is a future-dated record entered for the employee.**
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. An approver can automatically reroute this request to another employee during vacation.

Answer: A

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 # 78

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. PII
- B. Visibility
- C. Max-length
- D. Previous Value
- E. Required

Answer: B,D,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 79

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Condition Values
- B. By association, using the countryOfRegistration.code in the Condition
- C. By association, using the countryOfRegistration.code in the Source Filter Criteria
- D. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer: B,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 80

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