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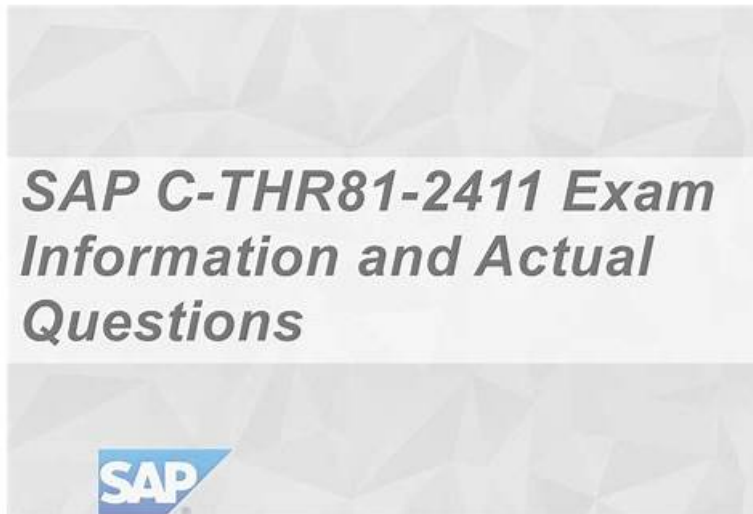
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q78-Q83):

NEW QUESTION # 78
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 Model
- B. Employee Information Model
- C. Employee Information
- D. Job Information

Answer: A

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: JobInformation Model

NEW QUESTION # 79

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: A

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 80

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. Data
- D. RFC

Answer: A,C

Explanation:
SAP recommends using SOAP APIs and Data APIs for clean core integrations.
* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 81

Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. Move Position with Supervisor on Job Information change
- B. Automated Daily Hierarchy Adaptation
- C. To Be Hired Status Adaptation
- D. Follow Up Activity in Position
- E. Synchronize Position Matrix Relationships to Job Relationships of Incumbents

Answer: B,C,D

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 82
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. Set the externalName field to Data Type = User.
- B. Create one configuration UI for the object.
- C. Set the externalCode field to Data Type = User.
- D. Create a Valid When association for the object.

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 # 83
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