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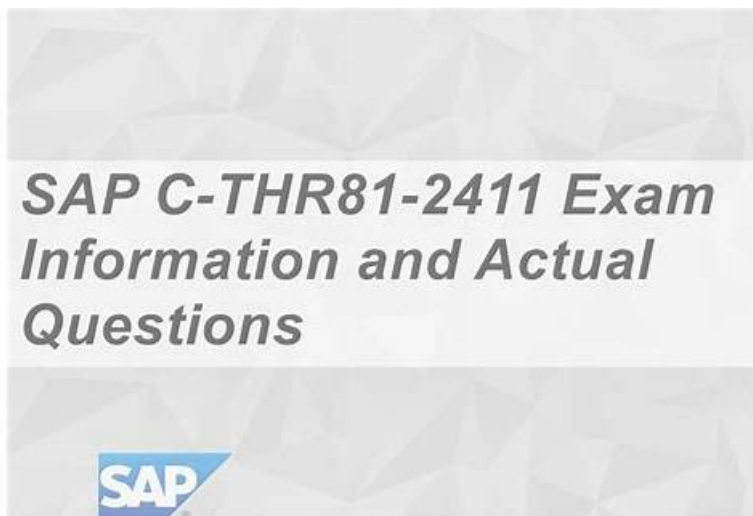
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q15-Q20):

NEW QUESTION # 15
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location: Assigned to Timezone field as onChange
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Job Information; Assigned to Location field as onChange

Answer: D

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

* Base Object: Job Information
* Trigger Event: Assigned to the Location field with the event set to onChange.This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 16

Which action in the THEN statement is used for propagation?

- A. Set
- B. Execute
- C. Raise
- D. Create

Answer: A

NEW QUESTION # 17

Which condintion must be used for the Jobinf_FTE_Comp rule?

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

Answer: A

NEW QUESTION # 18

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new language translation.
- B. Add a new event.
- C. Change the external_code of an event.
- D. Change the labels.
- E. Change the status.

Answer: A,D,E

Explanation:
When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:
* A. Add a new language translation
* New language translations can be added for events and event reasons to support multilingual organizations.

* B. Change the status
* You can activate or deactivate events based on organizational needs.
* D. Change the labels
* Labels for events can be modified for better understanding and alignment with organizational terminology.
C: Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 19
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. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. An approver can automatically reroute this request to another employee during vacation.
- C. The alternate workflow is used when there is a future-dated record entered for the employee.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

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 # 20
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