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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

NEW QUESTION # 27
How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave: Base Object: Legal Entity
- B. Event Type: onInit; Base Object: Standard Hours
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onEdit; Base Object: Employee Information

Answer: B

Explanation:
To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:
Event Type: onInit
This event triggers the rule during the initialization phase of the Add New Employee wizard.
Base Object: Standard Hours
The rule applies to the Standard Hours field, pulling data from the Legal Entity record.
Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 28
Which clause meets the WFD_Address rule requirement?

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

Answer: B

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 # 29
In which order must you assign the rules?

- A. ERD1, ERD2, ERD3, ERD-Catch, WFD
- B. WFD, ERD1, ERD2, ERD3, ERD-Catch
- C. ERD-Calch, ERD1, ERD2, ERD3, WFD
- D. ERD1, ERD2, ERD3, WFD, ERD-Catch

Answer: A

Explanation:
The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:
ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.
ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.
WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.
Scenario 1: HR Transaction Rules

NEW QUESTION # 30
In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Job Information
- B. Personal Information
- C. Compensation Information
- D. Biographical Information

Answer: A

Explanation:
Workflow derivation rules for new hires are assigned in the Job Information HRIS element.
The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.
This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 31
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-field id="cost-center"> then add filter="true"
- B. Go to <custom-filters> then add cost-center
- C. Go to <hris-element="jobInfo"> then add dg-filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
Navigate to the <dg-filters> section within the Succession Data Model.
Add an entry for the cost-center object within the <dg-filters> section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.
A: Go to <dg-filters> then add cost-center

NEW QUESTION # 32
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