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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q77-Q82):

NEW QUESTION # 77

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- B. Define a specific transition period for a group of positions
- C. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- D. Respect workflow at Copy Position in Position Organizational Chart
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: A,D,E

NEW QUESTION # 78

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

Answer: A,C

NEW QUESTION # 79

What does it mean when a position is subjected to capacity control?

- A. The standard hours are checked to prevent the position from being understaffed.
- B. The target FTE is checked to prevent the position from being understaffed.
- C. The target FTE is checked to prevent the position from being overstaffed.
- D. The standard hours are checked to prevent the position from being overstaffed.

Answer: C

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 80

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Workflows

- B. Save Changes to Foundation Objects
- **C. Trigger Rules for Hire/Rehire**
- D. Trigger Rules to Display Internal Job History

Answer: A,C

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

- * A. Trigger Workflows
 - * Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
 - * C. Trigger Rules for Hire/Rehire
 - * During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.
- Options B and D are not typically associated with model base objects in business rules:
- * B. Trigger Rules to Display Internal Job History
 - * Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
 - * D. Save Changes to Foundation Objects
 - * While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 81

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

Answer: C

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 # 82

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