Got it 👍 Let me break this into **clear, exam-friendly points** so you can learn step by step. We’ll start with the **core concept of Business Rules in SAP SuccessFactors Employee Central Core (EC Core).**

## 🌐 Business Rules Overview

1. **Definition**: Business rules add logic to the system.
2. **Purpose in EC Core**: Automate HR processes like:
3. Workflow derivations
4. Event reason derivations
5. Alerts and notifications
6. Defaulting values or validations

## 🧩 Structure of a Business Rule

1. **Condition (IF)**
2. Defines when the rule should run.
3. Example: If Job Classification = "Manager"
4. Can also be set to **Always True** (no condition).
5. **Action (THEN)**
6. What happens if the IF condition is true.
7. Examples:
8. **SET** → Auto-fill a field value.
9. **Raise Message** → Show error/info message.
10. **Create/Delete** → Add or remove data.
11. **Execute/Add To** → Perform extra actions.
12. **Trigger / Rule Event**
13. Defines when the system should check the rule.
14. Without a trigger → rule won’t run.

## ⚡ Rule Events (Triggers) in EC

1. **onChange** → Runs when a field value is changed.
2. **onInit** → Runs when creating a new record (hire/rehire, foundation object).
3. **onSave** → Runs when saving a page; useful for validations.
4. **onView** → Runs when viewing calculated/transient fields.
5. **saveAlert** → Runs when saving job/comp/employment info; sends alerts (e.g., visa expiry).
6. **onPostSave** → Runs after saving; used for Intelligent Services.

## 📌 Common Rule Scenarios in EC Core

1. Generate Assignment ID / Employee ID
2. Hire/Rehire rules (default fields during hire)
3. Event Reason Derivation (ERD)
4. Workflow Derivation
5. Generate Alerts
6. Enforce New Employment during rehire
7. Trigger workflows (onSave)
8. Display Internal Job History
9. Validate HRIS elements (with messages)
10. Calculate Full-Time Equivalent (FTE)
11. Cross-Entity Rules (update other entities)
12. Propagation Rules (auto-copy values like timezone, pay grade)

## 🛠 Example – Event Reason Derivation Rule

1. **Goal**: Automate Event Reason selection.
2. **Steps**:
3. Create rule with scenario: Event Reason Derivation.
4. Base Object = Job Information Model / Compensation Info Model.
5. First IF = Event Reason ≠ Null → then do nothing (avoid overwrite).
6. ELSE IF → Check conditions (e.g., Standard Weekly Hours changed).
7. THEN → Set Event Reason = "Benefits Adjustment".
8. Assign rule as **onSave** in Job Info HRIS element.

**Best Practices**:

1. Always check for Event Reason ≠ Null first.
2. Group logic into fewer rules (better performance).
3. Use a Catch-All rule (avoids errors).

## 🛠 Example – Workflow Derivation Rule

1. **Goal**: Automate workflow assignment.
2. **Steps**:
3. Create rule with scenario: Trigger Workflows.
4. Base Object = Standard/Model object (like Job Info, Personal Info).
5. IF Event Reason = Promotion with Pay Change.
6. THEN → Assign wfConfig = Promotion Workflow.
7. Assign as **onSave**.

## 🛠 Example – Hire/Rehire Rule

1. **Goal**: Default values during hiring.
2. **Steps**:
3. Rule Scenario = Hire/Rehire.
4. Base Object = Employee Information (Model).
5. IF = Always True.
6. THEN = Default fields →
7. Country = USA
8. ID Type = SSN
9. Primary = Yes
10. Assign to HRIS Element (e.g., National ID).
11. Trigger = **onInit**.

## 🛠 Example – Propagation Rule

1. **Goal**: Auto-copy values between fields.
2. **Steps**:
3. Rule Scenario = onChange HRIS Element.
4. Base Object = Job Info.
5. IF = Always True.
6. THEN = Copy Employee Class & Pay Grade from Job Classification → Job Info.
7. Assign rule to Job Code field, event = **onChange**.

## 🛠 Example – Cross-Entity Rule

1. **Goal**: Update fields across entities.
2. **Steps**:
3. Rule Scenario = Cross-Entity.
4. Base Object = Source entity (e.g., Job Info).
5. IF Company = ACE USA AND Business Unit = Corporate Industries.
6. THEN → Assign HR Manager = Nancy Nash.
7. Assign as **onSave** or **onChange**.

👉 That covers **all the rule types, triggers, scenarios, and best practices**.

Do you want me to now **summarize these into a crisp table/cheat sheet** (like IF → THEN → Trigger → Example) for quick revision before your exam?