

C_THR81_2105^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Employee
Central 3H/2021

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QUESTION 1

A customer needs a generic (MDF) object to track employee membership to external organizations. For this purpose, you are creating the following fields:

1.

Employee Name (Selected from the list of active employees)

2.

Department (Selected from the existing departments in the company)

3.

Organization Name

4.

Membership Date

Which data types does SAP SuccessFactors recommend for these fields?

A. User Foundation Object String

Date

B. User Picklist String Date

C. User Generic Object String Date

Correct Answer: C

QUESTION 2

Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.

```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.position" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <lesser id="jobInfo.pay-grade.paygradeLevel"/>
      <equal id="jobInfo.location" inverse="true"/>
      <equal id="jobInfo.manager-id" inverse="true"/>
    </or>
  </conditions>
</rule>

<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.cost-center" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <equal id="jobInfo.department" inverse="true"/>
      <equal id="jobInfo.pay-grade" inverse="true"/>
    </or>
  </conditions>
</rule>
```

- A. Rule A always triggers instead of Rule B when an employee's pay grade changes
- B. Rule B is incorrectly formatted.
- C. Rule B is more restrictive than Rule A
- D. Rule A triggers instead of Rule B when an employee's job code changes.

Correct Answer: D

QUESTION 3

How do you configure the Auto Delegate feature for workflows? There are 2 correct answers to this question.

- A. Configure the "Is Delegate Supported" field in the Corporate Data Model.
- B. Configure auto delegation by creating a new rule in the Rules Engine tool.
- C. Set the "Is Delegate Supported" field to "Yes" in the workflow configuration
- D. Configure the "Is Delegate Supported" field in the XML for the workflow rules.

Correct Answer: AC

QUESTION 4

What happens if a mapped role is deleted? Please choose the correct answer.

- A. Nothing
- B. The permissions related to the deleted role are permanently removed from the group
- C. Users can continue to access the role until they are removed from the relevant groups
- D. The related permission groups are deleted from the instance

Correct Answer: B

QUESTION 5

You have been tasked with updating the Job Title of the Mechanical Engineer position record. The mechanical engineer record currently has four incumbents.

Which action will ensure that you will NOT receive the option to synchronize the change to the incumbents?

- A. Modify the record with Manage Data
- B. Modify the record with the Edit link on the position Quickcard
- C. Modify the record with Manage Position
- D. Modify the record with the Manage link on the position Quickcard

Correct Answer: B

QUESTION 6

In which ways can you modify a configuration user interface (UI) for a generic object? There are 3 correct answers to this question

- A. Change the location of fields.
- B. Add new fields
- C. Change field data types.
- D. Add picklists.
- E. Change object names.

Correct Answer: ABE

QUESTION 7

How can you update Job Information data? There are 2 correct answers to this question.

- A. Import data using the Import Employee Data tool.
- B. Import data using the Import and Export Data tool.

- C. Directly edit data using the Take Action button on the Employee File
- D. Import data using the Import Foundation Data tool.

Correct Answer: AC

QUESTION 8

Why would you include the rule shown in the attached screen shot in the Event Reason Rules data model? Please choose the correct answer.

```
<rule id="rule-1">
  <trueoutput>EVENT_REASON</trueoutput>
  <conditions>
    <or>
      </or>
    </or>
  </conditions>
</rule>
```

- A. To record an event reason for any change made to the employee's job information
- B. To record an event reason when adding a new employee
- C. To prevent rules placed before this rule in the model from triggering
- D. To allow other rules placed after this rule in the model to trigger

Correct Answer: A

QUESTION 9

What Time Off feature defines the available time types for a user? Please choose the correct answer

- A. Time account eligibility status
- B. Work schedule
- C. Time profile
- D. Time account type

Correct Answer: C

QUESTION 10

Which portlet contains the annual salary of an employee? Please choose the correct answer.

- A. Spot Bonus
- B. Compensation Information
- C. Employment Details
- D. Job Information

Correct Answer: B

QUESTION 11

With Internal Integration, SAP SuccessFactors Employee Central (EC) can connect HR data to other SAP Success Factors systems, including Succession Management and Performance and Goals.

- A. False
- B. True

Correct Answer: B

QUESTION 12

Where do you create a new Event Reason? Please choose the correct answer.

- A. In the Event Reason Rules Derivation data model
- B. In the Manage Organization, Pay and Job Structures tool
- C. In the Configure Business Rules tool
- D. In the Manage Templates tool

Correct Answer: B

QUESTION 13

What does the Report Distributor allow you to do? There are 2 correct answers to this question.

- A. To create report bundles to be sent via e-mail in PDF format.
- B. To create an ad-hoc query to distribute to a list of recipients.
- C. To preview a report and make corrections before sending it.
- D. To send custom reports on a regular basis.

Correct Answer: AD

QUESTION 14

What are characteristics of a generic (MDF) picklist? There are 2 correct answers to this question.

- A. The picklist value order is set globally.
- B. Picklists can be used for all foundation objects.
- C. Picklists are effectively dated.
- D. Picklist values can be deleted.

Correct Answer: CD

QUESTION 15

In which permission category would you grant a user permission to view their hire date within the Employment Details section?

Please choose the correct answer.

- A. Employee Views
- B. Reports Permission
- C. Employee Data
- D. Employee Central Effective Dated Entities

Correct Answer: C

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