

# C\_THR81\_2105<sup>Q&As</sup>

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

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## QUESTION 1

As a best practice, the FTE field must be visible to the HR department and to managers. They should not be able to edit this field. How would you configure the FTE field in the system?

There are 2 correct answers to this question.

- A. In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the FTE field.
- B. In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the job information actions.
- C. In the Succession Data Model XML, set the FTE field visibility to "none".
- D. In the Succession Data Model XML, set the FTE field visibility to "view".

Correct Answer: AD

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## QUESTION 2

How does SAP recommend that you edit a Succession Data Model? Please choose the correct answer A. 1. Open the latest version of your saved Succession Data Model

2.

Make your updates.

3.

Import the model into the instance.

B. 1. Export the Succession Data Model.

2.

Make your updates.

3.

Import the model into the instance.

C. 1. Export the Succession Data Model.

2.

Make your updates.

3.

Import the model into provisioning.

D. 1. Open the latest version of your saved Succession Data Model

2.

Make your updates.

3.

Import the model into provisioning.

Correct Answer: C

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### QUESTION 3

In which of the followings scenarios will you use the Rule Event Type on Change?

A. Business Rule is triggered when a change to Job Information record is saved

B. Business Rule is triggered when a portlet is saved

C. Business Rule is triggered when a field value is changed

D. Business Rule is triggered when a portlet is loaded

Correct Answer: C

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### QUESTION 4

A Configurable UI allows you to customize the visual features of MDF objects.

A. False

B. True

Correct Answer: B

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### QUESTION 5

All fields in the Corporate Data Model are set to visible by default.

A. True

B. False

Correct Answer: B

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### QUESTION 6

Which of the following is not a benefit of Foundation Objects? Please choose the correct answer.

A. Effective Dating

- B. Workflow Distribution
- C. Simplification of HR tasks
- D. Self-service transactions

Correct Answer: D

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## QUESTION 7

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

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## QUESTION 8

An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee's transfer workflow.

The future manager can update the transaction. What do you need to configure?

Please choose the correct answer.

- A. Approver Type = Dynamic Group Approver Role = Employee Manager Edit Transaction = No Edit Context = Target
- B. Approver Type = Role Approver Role = Employee Manager Edit Transaction = Edit with Route Change Context = Source
- C. Approver Type = Dynamic Group Approver Role = Employee Manager Edit Transaction = Edit with Route Change Context = Source
- D. Approver Type = Role Approver Role = Employee Manager Edit Transaction = Edit with Route Change

Correct Answer: D

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## QUESTION 9

Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure.

What are possible steps?

Note: There are 2 correct answers to this question.

- A. Import the records using the Import and Export Data tool.

- B. Create records using the Manage Organization, Pay and Job Structures tool.
- C. Define the association to the legal entity with the Corporate data model.
- D. Define a custom object using the Configure Object Definitions tool.

Correct Answer: AD

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#### QUESTION 10

Which Workflow Context identifies a Future Role? Please choose the correct answer.

- A. Approver
- B. Source
- C. Contributors
- D. Target

Correct Answer: D

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#### QUESTION 11

When creating a fields for a generic(MDF) object, which types require a valid values source? There are 3 correct answers to this question.

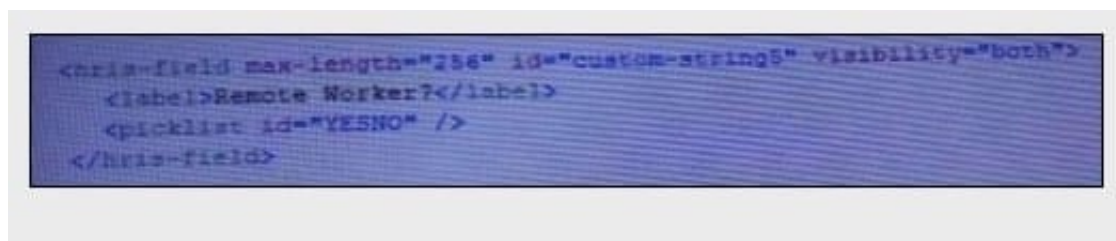
- A. Foundation Object
- B. Picklist
- C. Generic Object
- D. User
- E. Translatable

Correct Answer: ABC

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#### QUESTION 12

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.



You access the employee file and the field is not visible. What is the most likely issue? Please choose the correct answer.

- A. The picklist syntax is incorrect
- B. The field visibility attribute is incorrect
- C. The RBP permission are incorrect
- D. The picklist ID is incorrect

Correct Answer: C

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**QUESTION 13**

Foundation Tables are organized into sections. Please choose the correct answer.

- A. 5
- B. 2
- C. 4
- D. 3

Correct Answer: D

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**QUESTION 14**

How do you migrate to the role-based permission framework? There are 3 correct answers to this question.

- A. You have to migrate your configuration from the test system to your production system.
- B. SuccessFactors validate the configuration in the production system.
- C. SuccessFactors configures permissions in a test system for you.
- D. You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.
- E. You perform a user acceptance testing on the test system.

Correct Answer: CDE

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**QUESTION 15**

Which of the following are effective dating options for generic objects? There are 3 correct answers to this question.

- A. None
- B. Multiple changes per day

C. Basic

D. Incremental

E. Partial

Correct Answer: ABC

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