



C_THR81_2105^{Q&As}

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

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QUESTION 1

Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component.

What is a possible reason that the customer is experiencing this problem?

Please choose the correct answer.

- A. The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay V O component group.
- B. The "Bonus" pay component has a different frequency than the "Total Target Compensation" pay ^ component group.
- C. The "Bonus" pay component also has an association to another pay component group.
- D. The "Bonus" pay component has a different currency than the "Total Target Compensation" pay ^ component group

Correct Answer: A

QUESTION 2

What right is automatically granted to an administration user created in provisioning? Please choose the correct answer

- A. Proxy Management
- B. Manage Role Based Permission Access
- C. Manage Permission Groups
- D. Manage Permission Roles

Correct Answer: B

QUESTION 3

Which actions can you perform with the Import and Export Data tool? There are 2 correct answers to this question.

- A. Import Config
- B. Download Template
- C. Employee Export
- D. Import Template

Correct Answer: AB

QUESTION 4



Which of the following permissions are used in Employee Central Payroll? There are 3 correct answers to this question.

- A. SAP System Configuration
- B. Payroll System Assignment
- C. Payroll Control Center Configuration
- D. General User Permission
- E. Employee Data

Correct Answer: ABC

QUESTION 5

A business rule triggers a transfer event reason when an employee's legal entity is changed. Which base object would you use for this business rule?

Please choose the correct answer.

- A. Employee Information Model
- B. Job Information
- C. Job Information Model
- D. Employee Information

Correct Answer: C

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