



C_THR81_2105^{Q&As}

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

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QUESTION 1

Which of the following can employees add in the Personal Information section for SAP SuccessFactors Employee Central (EC)?

- A. Spot Bonus
- B. Job history
- C. Dependent information
- D. National ID information

Correct Answer: CD

QUESTION 2

You are importing the job history (job information) for an employee. You receive an error message that the specified manager does not exist.

You check the system and confirm the manager does exist in the system. What is wrong?

Please choose the correct answer.

- A. The manager is in a different legal entity
- B. The manager's hire date is before the import start date
- C. The manager's hire date is after the import start date
- D. The manager's hire date is after the import start date

Correct Answer: D

QUESTION 3

A manager changes an employee's division, job classification, and cost center. The manager then submits the request and an event reason is triggered. As shown in the attached screen shot, what event reason ID does the system select? Please choose the correct answer.



```
<ruleset version="1.0">
  <rule id="rule-1">
    <trueoutput>EVENT_REASON1</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.division" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-2">
    <trueoutput>EVENT_REASON2</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.job-code" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-3">
    <trueoutput>EVENT_REASON3</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
</ruleset>
```

- A. EVENT_REASON2
- B. EVENT_REASON1
- C. EVENT_REASON3
- D. EVENT_REASON4

Correct Answer: A

QUESTION 4

Your customer wants to create multiple custom event reason with corresponding employee status Which tools do you use to configure the event reasons? Note: 2

- A. Manage Organization, Job and Pay Structures
- B. Manage Mass Changes for Metadata Objects
- C. Import Foundation Data
- D. Import and Export Data

Correct Answer: AC

QUESTION 5

Which tool would you use to set the payroll system for a user? Please choose the correct answer.



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

Correct Answer: A

QUESTION 6

Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization

Please choose the correct answer.

- A. pot Bonus
- B. Change Job and Compensation Information
- C. Terminate/Retire
- D. Employment Details

Correct Answer: B

QUESTION 7

CC Roles can only post comments on a workflow.

- A. True
- B. False

Correct Answer: B

QUESTION 8

Your customer needs to establish a payroll approval process in which any one of three people can approve transactions in a timely manner.

Where do you define this set of approvers?

Please choose the correct answer.

- A. In the Manage Permission Groups tool
- B. In the Manage Workflow Groups tool
- C. In the Manage Organization, Pay and Job Structures tool



D. In the Configure Business Rules tool

Correct Answer: B

QUESTION 9

You configure the hris-element person Info with the following XML. What field is masked in the portlet? Please choose the correct answer

```
<hris-element id="personInfo">
  <label>Person Info</label>
  <hris-field max-length="32" id="person-id-external" visibility="both" required="true">
    <label>Person Id</label>
  </hris-field>
  <hris-field id="date-of-birth" visibility="both">
    <label>Date Of Birth</label>
  </hris-field>
  <hris-field max-length="128" id="birth-name" visibility="both" pii="true">
    <label>Birth Name</label>
  </hris-field>
  <hris-field max-length="100" id="country-of-birth" visibility="view">
  </hris-field>
  <hris-field max-length="100" id="place-of-birth" visibility="none">
    <label>Place Of Birth</label>
  </hris-field>
  <hris-field id="date-of-death" visibility="view">
    <label> Date of Death </label>
  </hris-field>
</hris-element>
```

- A. Person Id
- B. Date of Death
- C. Place of Birth
- D. Birth Name

Correct Answer: D

QUESTION 10

Which role based permissions needs to be configured for employees to enroll in global benefits? There are 2 correct answers to this question

- A. Manage benefits
- B. Manage Documents
- C. Employee Data
- D. Employee Views

Correct Answer: AC



QUESTION 11

Your customer wants Brazil to be added to their country-specific Succession Data Model to capture National ID information. How does SAP recommend that you add this country? Please choose the correct answer.

- A. 1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the field into the customer's country-specific Succession Data Model and country-specific Corporate Data Model.
- B. 1. Copy an existing country from the customer's country-specific Corporate Data Model.
2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.
- C. 1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the fields into the customer's country-specific Succession Data Model.
- D. 1. Copy an existing country from the customer's country-specific Succession Data Model.
2. Paste the existing country into the customer's country-specific SuccessionData Model relabeled with Brazil's country code.

Correct Answer: C

QUESTION 12

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 13

You have a requirement to trigger workflows when importing data for jobInfo portlet. In order to configure this in the Role-Based Permissions, you navigate to Admin Center --> Manage Permission Roles --> Permissions. Where will you set this permission? Please choose the correct answer.

A. User Permissions --> Employee Central Effective Dated Entities

B. User Permissions --> Employee Central Import Entities

C. Administrator Permissions --> Manage Workflows

D. Administrator Permissions --> Employee Central Import Settings

Correct Answer: B

QUESTION 14

What are the types of Multiplicities available to configure associations? There are 2 correct answers to this question.

A. One to One

B. Many to One

C. Many to Many

D. One to Many

Correct Answer: AD

QUESTION 15

Where do you configure the fields in a dynamic role? Please choose the correct answer.

A. In the Event Reason Derivation data model

B. In the Succession Data Model

C. In the country-specific Corporate Data Mode

D. In the Corporate Data Model

Correct Answer: D



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