



C_THR81_2105^{Q&As}

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

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**QUESTION 1**

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 2

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 3

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

- A. Update the employee data file and use the Import Employee Data tool to import this file.
- B. Update the picklist file and use the Picklist Management tool to import the HR Representative
- C. Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.
- D. Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population

Correct Answer: AC



QUESTION 4

How can you assign a business role to a business user? There are 2 correct answers to this question.

- A. Use the Mass Data Maintenance function for employees.
- B. Use the Employees and Users data migration template.
- C. Edit the fine tuning activity to add business roles
- D. Edit the access rights of the business user

Correct Answer: BD

QUESTION 5

How do you set up global benefits in SAP SuccessFactors Employee Central? Please choose the correct answer.

- A. Enable benefits in the Admin Center 2. Add the Global Benefits tab element in the Succession Data Model 3. Activate global benefits in Configure Employee Files
- B. Enable benefits in Provisioning 2. Add the Global Benefits tab element in the Corporate Data Model 3. Activate global benefits in Manage Business Configuration
- C. Enable benefits in Provisioning V 2. Add the Global Benefits tab element in the Succession Data Model 3. Activate global benefits in Configure Employee Files
- D. Enable benefits in the Admin Center 2. Add the Global Benefits tab element in the Corporate Data Model 3. Activate global benefits in Manage Business Configuration

Correct Answer: C

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