



C_THR81_2105^{Q&As}

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

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**QUESTION 1**

What does the system do when a label for a language is missing in one of the data models? Please choose the correct answer.

- A. Displays the default label
- B. Displays a warning message
- C. Hides the field
- D. Displays a blank label

Correct Answer: A

QUESTION 2

Which of the following determine how far back an employee can retro in payroll? There are 3 correct answers to this question.

- A. Earliest personal retroactive accounting date in Infotype
- B. Earliest Retroactive Account period in the control record
- C. Accounted to date in Infotype
- D. Run Payroll up to date in Infotype
- E. Employee Hiring Date

Correct Answer: ABE

QUESTION 3

Which reporting feature allows you to manipulate the relationships between tables in a query? Please choose the correct answer.

- A. Filter
- B. Calculated column
- C. Report distributor
- D. Advanced join editor

Correct Answer: D

QUESTION 4



HRIS Sync is a mechanism that synchronizes data between SAP SuccessFactors Employee Central (EC) and other SuccessFactors products.

- A. True
- B. False

Correct Answer: A

QUESTION 5

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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