



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

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

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### QUESTION 1

XML Foundation Object fields are configured in Admin Center.

- A. False
- B. True

Correct Answer: A

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### QUESTION 2

A customer needs to create a custom field that appears only for Legal Entity records with a country of France How do you create the required field?

- A. Create a field in theLegal Entity object in Configure Object Definition. Add field criteria to only display the field when the country is France
- B. Create a field in the legalEntity hris-element in the CSF for Corporate Data Model
- C. Create a field in the Legal Entity Franceobject in Configure Object Definition
- D. Create a field in the legalEntity hris-element in the Corporate Data Model. Add field criteria to only display the field when the country is France

Correct Answer: A

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### QUESTION 3

Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.



```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.position" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <lessor id="jobInfo.pay-grade.paygradeLevel"/>
      <equal id="jobInfo.location" inverse="true"/>
      <equal id="jobInfo.manager-id" inverse="true"/>
    </or>
  </conditions>
</rule>

<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.cost-center" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <equal id="jobInfo.department" inverse="true"/>
      <equal id="jobInfo.pay-grade" inverse="true"/>
    </or>
  </conditions>
</rule>
```

- A. Rule A always triggers instead of Rule B when an employee's pay grade changes
- B. Rule B is incorrectly formatted.
- C. Rule B is more restrictive than Rule A
- D. Rule A triggers instead of Rule B when an employee's job code changes.

Correct Answer: D

#### QUESTION 4

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 5

How do you control what fields can be seen on a Contingent Worker's employee file? There are 2 correct answers to



this question.

- A. Role Based Permissions
- B. Configure People Profile
- C. Manage Business Configuration
- D. BusinessRules

Correct Answer: AC

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