



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

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

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**QUESTION 1**

Your customer wants to create multiple custom event reasons with corresponding employee status. Which tools do you use to configure the event reasons? There are 2 correct answers to this question.

- A. Employee Files -> Manage Mass Changes for Meta data Objects
- B. Employee Files -> Import and Export Data
- C. Employee Files --> Manage Organization, Pay and Job Structures
- D. Employee Files --> Files Import Foundation Data

Correct Answer: CD

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**QUESTION 2**

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? There are 2 correct answers to this question.

- A. Set the externalCode field to Read Only
- B. Create a Valid When association for the object
- C. Create at least one configuration UI for the object
- D. Set the externalCOde field to Data Type = User

Correct Answer: CD

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**QUESTION 3**

Foundation Objects (FO) are categorized into which of the following categories?

- A. Organization, Employment Information, Pay Structures
- B. Pay, Organization, People Structures
- C. Pay, Job, Organization Structures
- D. Legal Entity, Business Unit, Division

Correct Answer: C

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**QUESTION 4**

Country-specific fields configured in the HRIS element global Info appear in the Personal Information portlet.

- A. True



B. False

Correct Answer: A

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#### QUESTION 5

What is a Foundation Object (FO)?

- A. A XML File that must be loaded before an implementation can begin
- B. An object to capture a company's organization, pay, or job structures
- C. An object that can be configured with the Manage Business Configuration tool
- D. An object for employee information

Correct Answer: B

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