



C_THR81_2105^{Q&As}

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

QUESTION 2

Which field Data Types uses a Valid Value Source configuration in a generic object? Note: There are 3 correct answers to this question.

- A. Picklist
- B. Foundation Obj
- C. Attachment
- D. Generic Obj
- E. Data Source

Correct Answer: ABD

QUESTION 3

Which tools can you use to assign Business rules? There are 3 correct answers to this question.

- A. Succession Data Model
- B. Configure Business Rules
- C. Manage Business Configuration
- D. Manage Data
- E. Configure Object Definitions

Correct Answer: ACE

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

Your company is moving its headquarters to a new Legal Entity next month. You have already created the new Legal Entity record with next month's date.

Next you go to the existing headquarters location Record to associate the new Legal Entity but it does not display.

What is the most likely reason?

Please choose the correct answer.

- A. You cannot edit the Headquarters record once it is created.
- B. You did not properly save the new Legal Entity.
- C. There is no way to create a future-dated Legal Entity.
- D. The effective start dates of the records are not compatible.

Correct Answer: D

QUESTION 6

What is the purpose of the Fine Tuning activity during business configuration? Please choose the correct answer.

- A. To adjust the access rights for business users in the system
- B. To apply scoping changes to implement modules within SAP Cloud for Customer
- C. To adjust the list of values for all standard and custom fields based on the scoping decisions
- D. To check and adjust the predefined settings to meet customer requirements

Correct Answer: D

**QUESTION 7**

How does SAP recommend that you add a value to an existing picklist in Picklist Management? There are 2 correct answers to this question.

- A. Insert a new row into the picklist file.
- B. Download the picklist import template file.
- C. Export the picklist from the system.
- D. Leave the picklistID blank.

Correct Answer: AC

QUESTION 8

What rule type allows you to validate field values in metadata framework (MDF) objects? Please choose the correct answer.

- A. saveRules
- B. validateRules
- C. initializeRules
- D. deleteRules

Correct Answer: A

QUESTION 9

What can you use to export foundation data from the system? There are 3 correct answers to this question.

- A. Manage organization, pay, and job structures
- B. Aggregate export
- C. Online report designer
- D. Ad hoc reports
- E. APIs

Correct Answer: CDE

QUESTION 10

Which rule event type do you use to trigger a rule when the portlet or page is first loaded?

- A. onView



B. onChange

C. onSave

Correct Answer: A

QUESTION 11

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

QUESTION 12

You are translating the Job Title field of the "Engineer" Job Classification so that users in different countries can see the Job Title in their own language. Where do you add the translations? Please choose the correct answer

A. In the Corporate Data Model

B. In the Manage Data tool

C. In the Manage Organization, Pay and Job Structures tool

D. In the Configure Object Definitions tool

Correct Answer: B

QUESTION 13

You want to configure a business rule that will automatically propagate Job Title from the Job Classification when a new employee is hired. What object will you choose as a base object? Please choose the correct answer.

A. Job Title

B. Job Info

C. Job Classification



D. Employment Info

Correct Answer: B

QUESTION 14

If a foundation object has been converted to MDF, what tool do you use to modify the structure of the object? Please choose the correct answer.

- A. Manage Data
- B. Configure Object Definition
- C. Configure Business Rules
- D. Manage Organization, Pay and Job Structures

Correct Answer: B

QUESTION 15

All fields in the Corporate Data Model are set to visible by default.

- A. True
- B. False

Correct Answer: B

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