C_THR81_2105^{Q&As}

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

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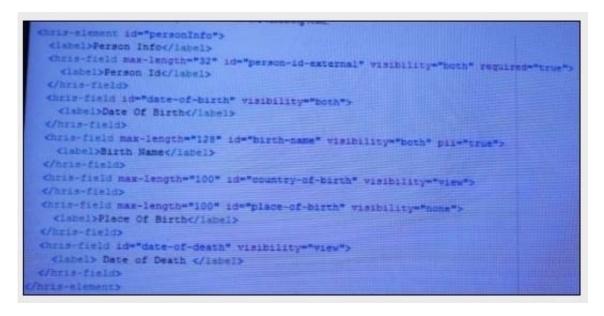Following Questions and Answers are all new published by SAP Official Exam Center

QUESTION 1

You configure the hris-element person Info with the following XML. What field is masked in the portlet? Please choose the correct answer

A. Person Id

B. Date of Death

C. Place of Birth

D. Birth Name

Correct Answer: D

QUESTION 2

With Internal Integration, SAP SuccessFactors Employee Central (EC) can connect HR data to other SAP Success Factors systems, including Succession Management and Performance and Goals.

A. False

B. True

Correct Answer: B

QUESTION 3

You are helping your client to extend their Employee Central footprint to their subsidiary in China. Youhave added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot is maintained.

Default Language: Deutsch (German)

One of the testers logs into the instance and changes the logon language to Simplified Chinese.What translations of FO records will the tester in the instance?

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot is maintained.

One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester in the instance?

A. If the system doesnot find the translation in Simplified Chinese or in German, it will show the translation in US English

B. If the system does not find the translation in Simplified Chinese, it will show the translation maintained in US English

C. If the system does not find the translation in Simplified Chinese, it will show the translation maintained in German

D. If the system does not find the translation in Simplified Chinese or in German , it will show an error

Correct Answer: AB

QUESTION 4

A customer wants the Contract Type field to be defaulted based on the selection of the Employee Classification field. Both fields are in the Job Information portlet.

You created a business rule to meet this requirement. Where do you assign the business rule in the Succession Data Model?

A. On the Contract Type field as an on Change event

B. On the Job Information element as an on Init event

C. On the Employee Classification field as an on Change event

D. On the Employee Classification field as an on Save event.

Correct Answer: B

QUESTION 5

Which link in the Set User Permissions section of Admin Tools is granted automatically to Admins created in Provisioning?

A. Please choose the correct answer.

B. Manage Permission Groups

C. Manage Permission Roles

D. Manage Role-Based Permission Access

E. View User Permission

Correct Answer: C

QUESTION 6

Which Foundation Objects are configured in the Corporate Data Model? There are 3 correct answers to this question.

A. Cost Center

B. Location

C. Business Unit

D. EH Pay Range

E. Event Reason

Correct Answer: BDE

QUESTION 7

Role-Based Permissions (RBP) are required in SAP SuccessFactors Employee Central (EC). Determine whether this statement is true or false.

A. False

B. True

Correct Answer: B

QUESTION 8

When you enter the holiday calendar, work schedule, and time profile in an employee\\'s job information There are 2 correct answers to this question.

A. The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country.

B. Country-specific objects must all related to one country, however you can\\'t combine countries.

C. Country-specific objects must all relate to one country, and you can combine countries.

D. The objects can either all be global or all be specific to one country, but not a mixture of global and specific to one country.

Correct Answer: AB

QUESTION 9

A customer requests a report with the full name of each employee and the total target compensation. The total target compensation is composed of salary and target bonus information. How do you provide the

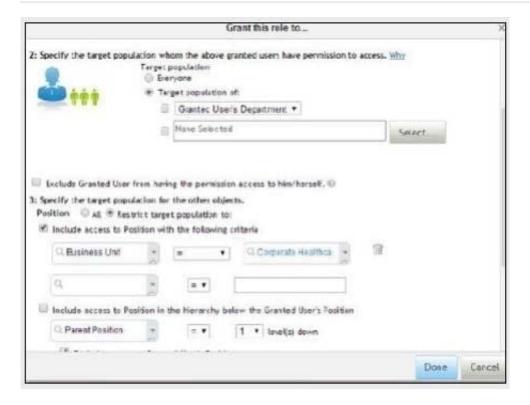requested information? Please choose the correct answer.

A. 1. Create a new query using the Detailed Reporting tool.

2. Include the Full Name and Total Target Compensation fields

B. 1. Create a new query using the Online Report Designer. 2.Include the Full Name and Total Target Compensation fields

C. 1. Create a new query using the Online Report Designer.

2. Add a filter for the full name and another for the total target compensation.

D. 1. Create a new query using the Detailed Reporting tool.

2. Add a calculated column for the full name and another for the total target compensation.

Correct Answer: D

QUESTION 10

A customer gets a larger business and they plan to limit the access of specified users to certain positions only. From the picture below, how do you restrict access to target populations? There are 2 correct answers to this question.

A. Use point 3 to grant users access either to every position in the business or to a specific target group of positions.

B. Use point 2 to grant users access either to every position in the business or to a specific target group of positions.

C. You can restrict access to positions lower in the hierarchy than the granted user\\'s position.

D. You cannot restrict access to positions lower in the hierarchy than the granted user\\'s position.

Correct Answer: AC

QUESTION 11

You need to add custom Country Specific Fields that appear in the Personal Information Portlet. How do you add the fields?

There are 2 correct answers to this question.

A. Add the custom to the hris-element personalInfo

B. Upload the CSF for Corporate Data Model in Provisioning

C. Add the custom fields to the hris-element globalInfo

D. Upload the CSF for Succession Data Model in Provisioning

Correct Answer: CD

QUESTION 12

A permission defines a set of permissions and grants these permissions to permission groups or role types such as an employee or manager. Please choose the correct answer

A. Group

B. Contributors

C. Admin

D. Role

Correct Answer: D

QUESTION 13

Which portlet contains the annual salary of an employee? Please choose the correct answer.

A. Spot Bonus

B. Compensation Information

C. Employment Details

D. Job Information

Correct Answer: B

QUESTION 14

Which Payroll Control Center user interface is used to add a new team administrator to a process? Please

choose the correct answer.

A. My Alerts

B. Manage Processes

C. My Processes

D. Manage Policies

Correct Answer: B

QUESTION 15

Where do you create a new Event Reason? Please choose the correct answer.

A. In the Event Reason Rules Derivation data model

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

C. In the Configure Business Rules tool

D. In the Manage Templates tool

Correct Answer: B

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