

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

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

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#### QUESTION 1

You have been tasked with updating the Job Title of the Mechanical Engineer position record. The mechanical engineer record currently has four incumbents.

Which action will ensure that you will NOT receive the option to synchronize the change to the incumbents?

- A. Modify the record with Manage Data
- B. Modify the record with the Edir link on the position Quickcard
- C. Modify the record with Manage Position
- D. Modify the record with the Manage link on the position Quickcard

Correct Answer: B

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#### QUESTION 2

Only the HR department in Germany should be able to access German employee data. However, the HR departments in other countries can currently access the German employee data. What are the possible reasons for this issue? There are 2 correct answers to this question.

- A. The HR field for the German employees is incorrect
- B. The Target Population is configured incorrectly.
- C. The field permissions for Germany are incorrect.
- D. The Permission Group is configured incorrectly.

Correct Answer: BD

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#### QUESTION 3

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

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#### QUESTION 4

The e-mail domain of a company has changed and you need to update only this field for all employees. How do you perform this change?

Please choose the correct answer.

- A. Prepare the Email Information import file for partial import and use the Full Purge mode.
- B. Prepare the Email Information importfile for partial import and use the Incremental Load mode
- C. Delete all cell contents except EMAIL and USERID from the employee data CSV file
- D. Delete all columns, except EMAIL and USERID from the employee data CSV file

Correct Answer: B

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#### QUESTION 5

Your customer wants the employee class field from the Job Classification Foundation Object to propagate into the employee class field of the Employee's Job Information. What data model do you reference to fill in the IDs for 3 and 4 in the HRIS Propagation Data Model (as shown in the attached graphic)? Please choose the correct answer.

```
<propagate foundation-element-id="1">
  <field id="2">
    <destination hris-element-id="3" field-id="4"/>
  </field>
</propagate>
```

- A. CSF Corporate Data Model
- B. CSF Succession Data Model
- C. Corporate Data Model
- D. Succession Data Model

Correct Answer: D

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#### QUESTION 6

A business rule triggers a merit increase event reason when the base salary amount is increased. What base object would you use for this business rule? Please choose the correct answer.

- A. Compensation Information Model
- B. Compensation Information
- C. EmployeeInformation
- D. Employee Information Model

Correct Answer: A

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#### QUESTION 7

Which of the following are differences between a Full Purge and Incremental Load behavior when importing data? There are 2 correct answers to this question.

- A. When a file is uploaded using the Full Purge Option, the records in the file being uploaded are added to the records already in the system
- B. When a file is uploaded in the Incremental mode, all existing records in the system are overwritten with the records in the file uploaded
- C. When a file uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system
- D. When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

Correct Answer: CD

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#### QUESTION 8

What reporting tools could you use to validate the job information imported for employees? There are 2 correct answers to this question

- A. List view reports
- B. Spreadsheet reports
- C. Ad hoc reports
- D. Online Report Designer

Correct Answer: CD

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#### QUESTION 9

The audit trail shows proxies.

- A. True
- B. False

Correct Answer: A

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#### QUESTION 10

-How many business rules must be created a set up a "catchall" workflow for the job information portlet? Please choose the correct answer.

- A. 4
- B. 3
- C. 1
- D. 2

Correct Answer: C

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#### QUESTION 11

What right is automatically granted to an administration user created in provisioning? Please choose the correct answer

- A. Proxy Management
- B. Manage Role Based Permission Access
- C. Manage Permission Groups
- D. Manage Permission Roles

Correct Answer: B

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#### QUESTION 12

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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#### QUESTION 13

A customer plans to use MDF objects in employee central to create configurable rules. Which of the below permissions suites best to achieve this? There are 2 correct answers to this question.

- A. Manage business configuration
- B. Configure generic object definition
- C. Configure business rules
- D. Maintain pay, organization and job

Correct Answer: BC

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#### QUESTION 14

Your company has two hiring processes: one for employees and one for contractors. How can you trigger different workflows for each of these hiring processes? There are 2 correct answers to this question.

- A. Connect each workflow to each hire event reason.
- B. Create two hire event reasons.
- C. Connect each workflow to each hire event
- D. Create two hire events

Correct Answer: AB

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#### QUESTION 15

Events and event reasons are required for transactions in the Job Information portlet.

- A. True
- B. False

Correct Answer: A

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