

C_THR81_2305^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Employee
Central Core 1H/2023

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QUESTION 1

How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question

- A. Use DELIMIT operation in Incremental Load
- B. Use DELETE operation in Full Purge
- C. Use DELETE operation in Incremental Load
- D. Use DELIMIT operation in Full Purge

Correct Answer: BC

QUESTION 2

What actions can you take within the Manage Business Configuration tool? Note: There are 3 correct answers to this question

- A. Add a custom field to the employee files.
- B. Change the label of a field
- C. Configure a new person type
- D. Create a new picklist.
- E. Add a custom block to the employee files

Correct Answer: ABC

QUESTION 3

Business Rules Which pages support onlnit business rules? Note: There are 2 correct answers to this question

- A. Add New Employee wizard
- B. Manage Organization, Pay and Job Structures
- C. Job Information History page
- D. Personal Information Edit page

Correct Answer: AD

QUESTION 4

Employee Data

Which fields must be enabled for the HRIS element payComponentNonRecurring?

Note: There are 3 correct answers to this question.

- A. frequency
- B. is-target
- C. value
- D. pay-date
- E. pay-component-code

Correct Answer: CDE

QUESTION 5

Which object requires entity-type to be configured in HRIS sync mapping?

- A. foObjectID column
- B. externalCode column
- C. foField column
- D. value.locale column

Correct Answer: D

QUESTION 6

Foundation Objects Which administration tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects? Note: There are 3 correct answers to this question

- A. Manage Organization, Pay and Job Structures
- B. Manage Business Configuration
- C. Import/Export Corporate Data Model
- D. Configure Object Definitions
- E. Import/Export Country/Region-Specific Corporate Data Model

Correct Answer: BCD

QUESTION 7

Security, Settings, and Languages

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Correct
- B. Edit Link > Edit/Insert
- C. Job Information Actions > View History
- D. Job Information Actions > Edit/Insert

Correct Answer: A

QUESTION 8

Foundation Objects How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question

- A. By association, using the countryOfRegistration.code in the Condition
- B. By association, using the countryOfRegistration.code in the Source Filter u Criteria
- C. By association, using the 3-letter ISO code of the country in the Destination Iter Criteria
- D. By association, using the 3-letter ISO code of the country in the Condition Values

Correct Answer: AC

QUESTION 9

A customer needs to have 5 levels in their Logical Organizational structure for their Employee Central implementation.

How could you accomplish this?

Note: There are 2 correct answers to this question

- A. Create a new object to represent the 5th level in the Metadata Framework
- B. Create a custom field that would reference the 5th level in the Succession Data Model
- C. Repurpose an object to represent the 5th level in the Corporate Data Model
- D. Repurpose the legal entity object to represent the 5th level in the Metadata Framework

Correct Answer: AB

QUESTION 10

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday.

On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Friday, when the sync job completes
- B. Tuesday, the day the transaction is entered
- C. Saturday, the day after the sync job completes
- D. Thursday, when the change becomes effective

Correct Answer: A

QUESTION 11

Which field data types use a Valid Values Source configuration in a generic object? Note: There are 3 correct answers to this question

- A. Generic object
- B. Attachment
- C. Foundation object
- D. Picklist
- E. User

Correct Answer: ACD

QUESTION 12

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question

- A. Change the status
- B. Add a new event
- C. Change the labels
- D. Change the external code of an event

E. Add a new language translation.

Correct Answer: ACE

QUESTION 13

Which identifier is used to represent the employee's employment?

- A. Person ID
- B. User ID
- C. Position ID
- D. Job Code ID

Correct Answer: B

QUESTION 14

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question

- A. Location to Legal Entity
- B. Department to Division
- C. Location to Geozone
- D. Pay Range to Legal Entity

Correct Answer: CD

QUESTION 15

Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question

- A. Use the Take Action menu
- B. Use the pencil icon
- C. Add a new employee
- D. Insert a new record

Correct Answer: AB

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