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Exam : **C_THR81_1608**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Q3/2016

Vendor : SAP

Version : DEMO

NO.1 Your customer requires a new custom foundation object linked to legal entities to build their organization structure. What do you need to do?

There are 2 correct answers to this question. Choose:

- A. Import the records using the Import and Export data tool.
- B. Define the association to the legal entity with the corporate data model XML.
- C. Define a custom object using the Configure Object Definitions tool.
- D. Create records using the Manage Organization, Pay and Job Structures tool.

Answer: B,C

NO.2 A customer has proposed to implement position management to keep track of the position. How do you define the permissions in Position Management?

There are 2 correct answers to this question. Choose:

- A. Assign Permissions for Position Field
- B. Assign Authorization for Position Organization Chart and Position Management Settings
- C. Set up Authorizations for the employee related objects
- D. For users to be able to display the position organization chart, you must assign the Manage user data permission to that user's role.

Answer: A,B

NO.3 What can you use to export foundation data from the system?

There are 3 correct answers to this question. Choose:

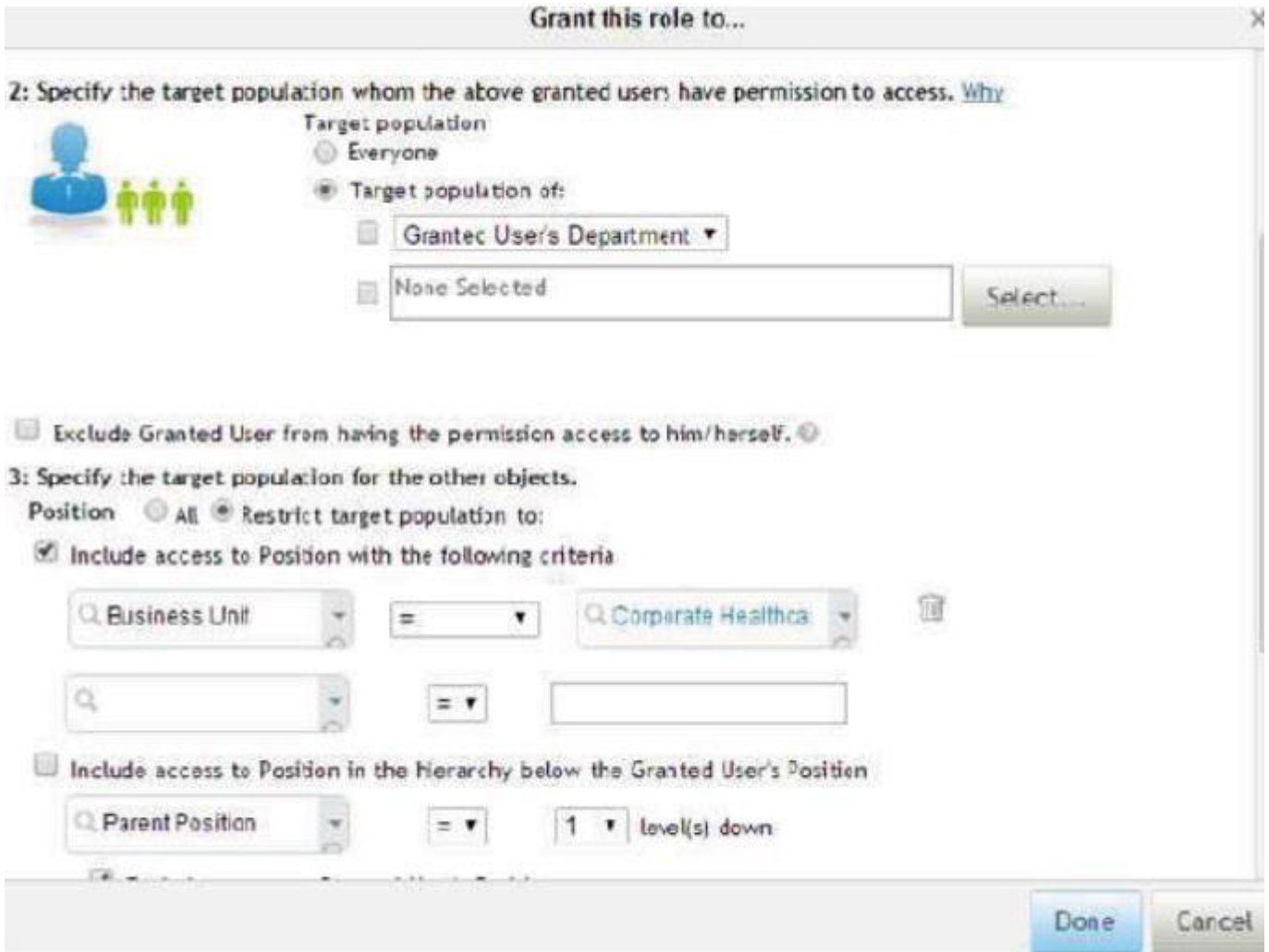
- A. Ad hoc reports
- B. Aggregate export
- C. APis
- D. Online report designer
- E. Manage organization, pay, and job structures

Answer: A,C,D

NO.4 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. Choose:



- A. Use point 3 to grant users access either to every position in the business or to a specific target group of positions.
- B. You cannot restrict access to positions lower in the hierarchy than the granted user's position.
- C. You can restrict access to positions lower in the hierarchy than the granted user's position.
- D. Use point 2 to grant users access either to every position in the business or to a specific target group of positions.

Answer: A,C

NO.5 Your customer wants Foundation Object data to be translated. You provide the customer with the

FoTranslation_MDFExport file to begin the translation process (as shown in the attached screenshot). Which column in the export file must you complete?

Please choose the correct answer. Choose one:

A	B	C	D	E
externalCode	foObjectID	foType	foField	value.en_US
externalCode	foObjectID	foType	foField	US English

- A. value
- B. foType
- C. foField
- D. externalCode

Answer: A

NO.6 What field attribute do you use to mask a sensitive field on a screen?

Please choose the correct answer. Choose one:

- A. type
- B. id
- C. visibility
- D. pii

Answer: D

NO.7 You have imported all employee files and find that the base pay rate for one of the employees is NOT

displayed under Compensation Information. What could cause this issue?

There are 3 correct answers to this question. Choose:

- A. The Pay Component Recurring Import does NOT include a record for the employee.
- B. The Pay Component Recurring Import has the wrong sequence number.
- C. The Pay Component Non Recurring Import does NOT include a record for the employee.
- D. The data from the Compensation Information Import does NOT have the same effective date as the data from the Pay Component Recurring Import.
- E. Pay rate information is missing from the Compensation Information Import.

Answer: A,B,D

NO.8 The attached diagram shows an extract from a customer's configuration workbook. Which of the following

XML configurations meets the customer's requirements?

There are 2 correct answers to this question. Choose:

Job Classification							
System Field ID	SF Label	Type	Max. Length	Used	Customer Label	Required (Mandatory)	List of Values
externalCode	Job Code	String	32	Yes		Yes	
standardHours	Standard Weekly Hours	Decimal		No		No	
name	Job Title	String	90	Yes	Title	Yes	
description	Description	String	128	No		No	
custom-string1	CustomString1	String	45	Yes	Executive?	No	Yes, No

- A. `<hris-field max-length="32" id="externalCode" visibility="both" required="false" pii="false"><label>Job Code </label> </hris-field>`
- B. `<hris-field max-length="32" id="custom-string1" visibility="both" required="false" pii="false" picklistId="yesNo"> <label>Executive? </label> </hris-field>`
- C. `maximumFractionDigits="2" <hris-field id="standardHours" visibility="none" showTrailingZeros="false"> <label>Standard Weekly Hours <label> </hris-field>`

D. <hris-field max-length="90" id="name" visibility="both" required="true"> <label> Job Title</label></hris-field>

Answer: C,D

NO.9 Managers are NOT allowed to change the cost center field for employees. The cost center field is located in the employee's job information. In Manage Permission Roles, what section contains the permission to change the cost center field?

Please choose the correct answer. Choose one:

- A. Manage User
- B. Employee Central Effective Dated Entities
- C. Manage Foundation Objects
- D. Employee Data

Answer: B

NO.10 Where do you create event reasons?

Please choose the correct answer. Choose one:

- A. In the Manage Templates tool
- B. In the Configure Business Rules tool
- C. In the Manage Organization, Pay and Job Structures tool
- D. In the Event Reason Rules Derivation data model

Answer: C

NO.11 What picklist feature is only available for generic object picklists?

Please choose the correct answer. Choose one:

- A. Exporting
- B. Effective dating
- C. Language translation
- D. Ordering

Answer: B

NO.12 A manager changes an employee's division, job classification, and cost center. The manager then submits the request and an event reason is triggered. As shown in the attached screen shot, what event reason ID does the system select?

Please choose the correct answer. Choose one:

```
<ruleset version="1.0">
  <rule id="rule-1">
    <trueoutput>EVENT_REASON1</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.division" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-2">
    <trueoutput>EVENT_REASON2</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.job-code" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-3">
    <trueoutput>EVENT_REASON3</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-4">
    <trueoutput>EVENT_REASON4</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.job-code" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
        <equal id="jobInfo.division" inverse="true"/>
      </and>
    </conditions>
  </rule>
</ruleset>
```

- A. EVENT_REASON4
- B. EVENT_REASON2
- C. EVENT_REASON3
- D. EVENT_REASON1

Answer: B