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Reliable & Efficient Test Practice Questions to Satisfy All Candidates

Exam : **C-THR81-2105**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Core
1H/2021

Vendor : SAP

Version : DEMO

NO.1 What reporting tools could you use to validate the job information imported for employees?

There are 2 correct answers to this question

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

Answer: A,C

NO.2 The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements? Note: There are 2 correct answers to this question.

<u>Pay Component</u>					
<u>System Field ID</u>	<u>System Field Label</u>	<u>Type</u>	<u>Max. Length</u>	<u>Used</u>	<u>Required (Mandatory)</u>
externalCode	Code	STRING	32	Yes	Yes
name	Name	STRING	90	Yes	Yes
description	Description	STRING	128	Yes	No
status	Status	STRING	32	Yes	Yes
start-date	Start Date	DATE	32	Yes	Yes

- A. `<hris-field-max-length="90" id="name" visibility="both" required="true"> <label>Name</label></hris-field>`
- B. `<hris-field-max-length="32" id="start-date" visibility="both" required="true" pii="false"> <label>Start Date</label></hris-field>`
- C. `<hris-field-max-length="32" id="externalCode" visibility="both" required="false"> <label>Code</label></hris-field>`
- D. `<hris-field-max-length="128" id="status" visibility="both" required="true" pii="false"> <label>Status</label></hris-field>`

Answer: A,B

NO.3 What does the XML configuration show in the attached screen shot?

```

C** Begin Division Associations **>
<div-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit" required="false" />
  <!-- <association id="id" multiplicity="ONE_TO_MANY" destination-entity="location" required="false" /> -->
</div-associations>
C** End Division Associations **>

```

Please choose the correct answer.

- A. There is only one active association for the business unit object

- B. One division can have many business units.
- C. There are two active associations for the division object.
- D. One business unit can have many divisions.

Answer: B

NO.4 Your customer has asked you to build a generic object with a field that references a foundation object. What attribute must you configure to connect this field to the foundation object? Please choose the correct answer.

- A. Valid Values Source
- B. Label
- C. Composite association
- D. Destination Field Value

Answer: A

NO.5 Where can you create associations between two Generic Objects? Please choose the correct answer.

- A. In the Corporate Data Model
- B. In the Configure Object Definitions tool
- C. In the Manage Organization, Pay and Job Structure tool
- D. In the Manage Data tool

Answer: B

NO.6 What schema or report definition type is used to find all promotions during a specific time period? Please choose the correct answer.

- A. Job Information (Date Range)
- B. Recurring Compensation Information (Date Range)
- C. Employee Central
- D. Person and Employment Audit

Answer: A

NO.7 You need to create a one to many association from Location to Legal Entity. You also need to configure filtering of the location field based on the company field in the Job Information portlet. What do you need to add to the data models? Note: 2

- A. <field-criteria > as part of <hris-field="jobInfo">
- B. <association > as part of <hris-element id="jobInfo">
- C. <field-criteria > as part of <hris-field = "location">
- D. <association > as part of <hris-element id="location">

Answer: C

NO.8 Which of the following actions can you perform in the position organization chart? There are 3 correct answers to this question.

- A. Show inactive positions
- B. Add a higher-level position

- C. Search by an employee's name
- D. View position count by department
- E. View the positional hierarchy at a certain in time

Answer: A,C,E

NO.9 Which rule event type do you use to trigger a rule when the portlet or page is first loaded?

- A. onSave
- B. onChange
- C. onView

Answer: C

NO.10 What do you use to create hierarchical structure between Foundation Objects? Please choose the correct answer.

- A. Propagations
- B. Associations
- C. Business Rules

Answer: B

NO.11 Which elements are part of Employee Profile configuration in Succession Data Model? There are 2 correct answers to this question.

- A. Standard Elements
- B. User Info Elements
- C. HRIS Elements
- D. HRIS Actions

Answer: A,B

NO.12 Which reporting feature allows you to manipulate the relationships between tables in a query? Please choose the correct answer.

- A. Calculated column
- B. Report distributor
- C. Filter
- D. Advanced join editor

Answer: D

NO.13 Which tool would you use to create a group that can be used to identify all payroll managers in the system for the purposes of authorization?

There are 2 correct answers to this question.

- A. Manage Permission Groups
- B. View User Permission
- C. Manage Permission Roles
- D. Manage Role-Based Permission Access

Answer: C,D

NO.14 How do you migrate to the role-based permission framework? There are 3 correct answers to this question.

- A. You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.
- B. You perform a user acceptance testing on the test system.
- C. SuccessFactors configures permissions in a test system for you.
- D. You have to migrate your configuration from the test system to your production system.
- E. SuccessFactors validate the configuration in the production system.

Answer: A,B,C

NO.15 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.

The screenshot shows a dialog box titled "Grant this role to...". It contains two main sections for configuring permissions:

- Section 2: Specify the target population whom the above granted users have permission to access.** This section includes a "Target population" section with radio buttons for "Everyone" and "Target population of:". Under "Target population of:", there is a dropdown menu currently set to "Grantec User's Department" and a "None Selected" option with a "Select..." button.
- Section 3: Specify the target population for the other objects.** This section includes a "Position" section with radio buttons for "All" and "Restrict target population to:". Below this, there is a checked checkbox "Include access to Position with the following criteria" followed by two dropdown menus: "Business Unit" and "Corporate Health". There is also an unchecked checkbox "Include access to Position in the Hierarchy below the Granted User's Position" with a dropdown menu for "Parent Position" and a "level(s) down" dropdown.

At the bottom right of the dialog, there are "Done" and "Cancel" buttons.

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

Answer: A,D