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Exam : **C-THR81-2011**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central 2H/2020

Vendor : SAP

Version : DEMO

NO.1 What schema or report definition type is used to find all promotions during a specific time period?

Please choose the correct answer.

Response:

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

Answer: D

NO.2 Your customer wants to create multiple custom event reasons with corresponding employee status.

Which tools do you use to configure the event reasons?

There are 2 correct answers to this question.

Response:

- A.** Employee Files --> Manage Mass Changes for Metadata Objects
- B.** Employee Files --> Manage Organization, Pay and Job Structures
- C.** Employee Files --> Import and Export Data
- D.** Employee Files --> Files Import Foundation Data

Answer: B,D

NO.3 What do you use to create hierarchical structure between Foundation Objects?

Please choose the correct answer.

Response:

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

Answer: A

NO.4 Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system?

There are 2 correct answers to this question.

Response:

- A.** Import employee data.
- B.** Import picklists.
- C.** Configure the Corporate Data Model and the Succession Data Model.
- D.** Configure role-based permissions.

Answer: B,C

NO.5 What reporting tools could you use to validate the job information imported for employees?

There are 2 correct answers to this question.

Response:

- A.** List view reports
- B.** Spreadsheet reports

- C. Ad hoc reports
- D. Online Report Designer

Answer: C,D

NO.6 You are importing the job history (job information) for an employee. You receive an error message that the specified manager does not exist.

You check the system and confirm the manager does exist in the system. What is wrong?

Please choose the correct answer.

Response:

- A. The manager's hire date is before the import start date
- B. The manager is in a different legal entity
- C. The manager is in a different location
- D. The manager's hire date is after the import start date

Answer: D

NO.7 Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure. What are possible steps?

There are 2 correct answers to this question.

Response:

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

Answer: A,B

NO.8 Which elements are part of Employee Profile configuration in Succession Data Model?

There are 2 correct answers to this question.

Response:

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

Answer: A,C

NO.9 What are the types of Multiplicities available to configure associations?

There are 2 correct answers to this question.

Response:

- A. One to Many
- B. Many to Many
- C. One to One
- D. Many to One

Answer: A,C

NO.10 Your customer asks you to create a custom field for employees in Germany to track personal

information. Where would you configure this?

Please choose the correct answer.

Response:

- A.** In the next custom field that is available in the globalInfo element of the Succession Data Model
- B.** In the next custom field that is available in the personalInfo element of the country-specific Succession Data Model
- C.** In the next custom field that is available in the globalInfo element of the country-specific Succession Data Model
- D.** In the next custom field that is available in the personalInfo element of the Succession Data Model

Answer: C

NO.11 Which link in the Set User Permissions section of Admin Tools is granted automatically to Admins created in Provisioning?

Please choose the correct answer.

Response:

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

Answer: A

NO.12 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.

Response:

- A.** 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.
- B.** 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.
- C.** 1. Create a new query using the Online Report Designer.
2. Include the Full Name and Total Target Compensation fields.
- D.** 1. Create a new query using the Detailed Reporting tool.
2. Include the Full Name and Total Target Compensation fields.

Answer: B

NO.13 Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping?

Please choose the correct answer.

```
<propagate foundation-element-id="location">
  <field id="standardHours">
    <destination hris-element-id="jobInfo" field-id="standard-hours"/>
  </field>
</propagate>
```

Response:

- A. <propagation-mapping foundation-field="location.standardHours" hris- field="jobInfo.location" />
- B. <propagation-mapping foundation-field="location.externalCode" hris- field="jobInfo.location" />
- C. <propagation-mapping foundation-field="location.standardHours" hris- field="jobInfo.externalCode"/>
- D. <propagation-mapping foundation-field="location.externalCode" hris- field="jobInfo.externalCode" />

Answer: B

NO.14 What Employee Central component is found in the Corporate Data Model?

Please choose the correct answer.

Response:

- A. Role-based permissions
- B. Employee data fields
- C. Foundation objects
- D. Generic objects

Answer: C

NO.15 Which role based permissions needs to be configured for employees to enroll in global benefits?

There are 2 correct answers to this question.

Response:

- A. Manage Documents
- B. Employee Views
- C. Manage benefits
- D. Employee Data

Answer: C,D

NO.16 What type of association would you build if you wanted one cost center to have many job classifications?

Please choose the correct answer.

Response:

- A. Join by column association
- B. Valid when association
- C. XML association
- D. Composite association

Answer: D

NO.17 You have a requirement to trigger workflows when importing data for jobInfo portlet.

In order to configure this in the Role-Based Permissions, you navigate to Admin Center --> Manage Permission Roles --> Permissions.

Where will you set this permission?

Please choose the correct answer.

Response:

- A.** User Permissions --> Employee Central Import Entities
- B.** User Permissions --> Employee Central Effective Dated Entities
- C.** Administrator Permissions --> Employee Central Import Settings
- D.** Administrator Permissions --> Manage Workflows

Answer: A

NO.18 How is a country-specific field created for MDF foundation objects?

Please choose the correct answer.

Response:

- A.** As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object
- B.** As a generic object with a composite association to the MDF foundation object
- C.** As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object
- D.** As a generic object with a valid when association to the MDF foundation object

Answer: A