



SAP

C_THR81_1911 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Employee Central Q4/2019 Exam**

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Version: 7.0

Question: 1

What do you need to download before importing organization, pay, and job data into the system?

- A. A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool
- B. A CSV template containing all objects from the Import Foundation Data tool
- C. A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool
- D. A blank CSV template for each object from the Import Foundation Data tool

Answer: D

Question: 2

How do you translate the label for the Legal Entity object so that users in different countries can see the label on their own language?

- A. Update the label in Text Replacement.
- B. Update the 'xmklang' attribute in the CSF Corporate Data Model.
- C. Update the 'xmklang' attribute in the Corporate Data Model.
- D. Update the label in Configure Object Definitions.

Answer: D

Question: 3

You want to create a generic (MDF) object that has a composite association with two other MDF objects. Where do you define the association?

- A. In the Corporate data model
- B. In the Manage Data tool
- C. In the Configure Object Definition tool
- D. In the Configure Business Rules tool

Answer: C

Question: 4

Where can a workflow contributor see the comments posted on a workflow request?

- A. Pending Requests
- B. Manage Workflow Groups

- C. Manage Workflow Requests
- D. Email Notification Templates Settings

Answer: A

Question: 5

Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure.

What are possible steps?

Note: There are 2 correct answers to this question.

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

Answer: A. D

Question: 6

our customer asks you to create a custom field for employees in Germany to track personal information. Where would you configure this?

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

Answer: C

Question: 7

A customer needs a generic (MDF) object to track employee membership to external organizations. For this purpose, you are creating the following fields:

1. Employee Name (Selected from the list of active employees)
2. Department (Selected from the existing departments in the company)
3. Organization Name
4. Membership Date

Which data types does SAP SuccessFactors recommend for these fields?

- A. User Foundation Object String

- Date
- B. User
- Picklist
- String
- Date
- C. User
- Generic Object
- String
- Date

Answer: C

Question: 8

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

Answer: CD

Question: 9

Foundation Object records can be managed using these Admin Functions: There are 2 correct answers to this question.

- A. Import and Export Foundation Data
- B. Manage Data without admin functions
- C. Manage Organization, Pay, and Job Structures
- D. Import Foundation Data

Answer: C, D

Question: 10

You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to: There are 2 correct answers to this question.

- A. Configure a time account type to suit your needs and assign it to a work schedule type.
- B. Configure a time account type to suit your needs and assign it to a time account type.
- C. Define a rule governing how the accruals should be calculated, and assign it to a work schedule type.
- D. Define a rule governing how the accruals should be calculated, and assign it to a time account type.

Answer: B, D

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