SAP

C_THR81_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Employee Central 1H/2020 Exam**

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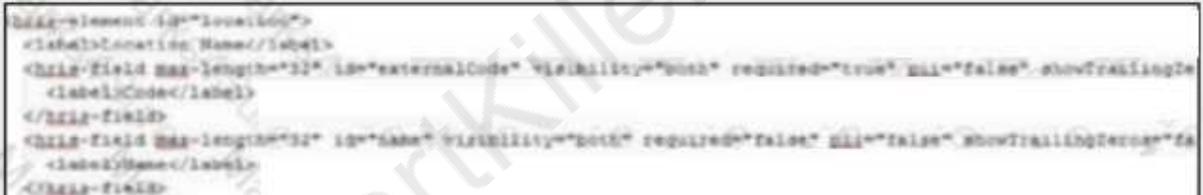
Version: 1.0

Question: 1

You need to change the Employee Central job information for several employees using Import Employee Data. Where can you export the employees' current job information? There are 2 correct answers to this question.

A. Analytics > Reporting > Ad Hoc Reports
B. Analytics > Reporting > List Views
C. Admin Tools > Employee Export
D. Analytics > Analytics > Detailed Reporting

Answer: A D

Question: 2

Exhibit:

You arc creating a generic (MDF) object and you want to acid a foundation object (FO) as a field.
Based on the attached screenshot, what value would you enter for the valid values source?
Please choose the correct answer

A. Code
B. Location
C. external Code
D. Location Name

Answer: B

Question: 3

In which of the followings scenarios will you use the Rule Event Type on Change?

A. Business Rule is trigered when a change to Job Information record is saved
B. Business Rule is trigered when a porlet is saved

C. Business Rule is trigered when a field value is changed

D. Business Rule is trigered when a porlet is loaded

Answer: C

Question: 4

How do the Talent Approval group and the Finance Controller participate in the workflow shown in the attached screenshot? Please choose the correct answer.

A. - Anyone in the Talent Approval group can approve the workflow.

- The Finance Controller receives an e-mail notification when the workflow is completed.

B. - Anyone in the Talent Approval group can add comments.

- The Finance Controller receives an e-mail notification when the workflow is completed

C. - Anyone in the Talent Approval group can approve the workflow.

- The Finance Controller receives an e-mail notification after each approval step.

D. - Anyone in the Talent Approval group can add comments.

- The Finance Controller receives an e-mail notification after each approval step.

Answer: B

Question: 5

What happens if a mapped role is deleted in Role Based Permissions?

A. Nothing.

B. The permissions arc permanently removed and ungrantcd from the relevant groups.

C. Users can continue to access the role until they are removed from the relevant groups.

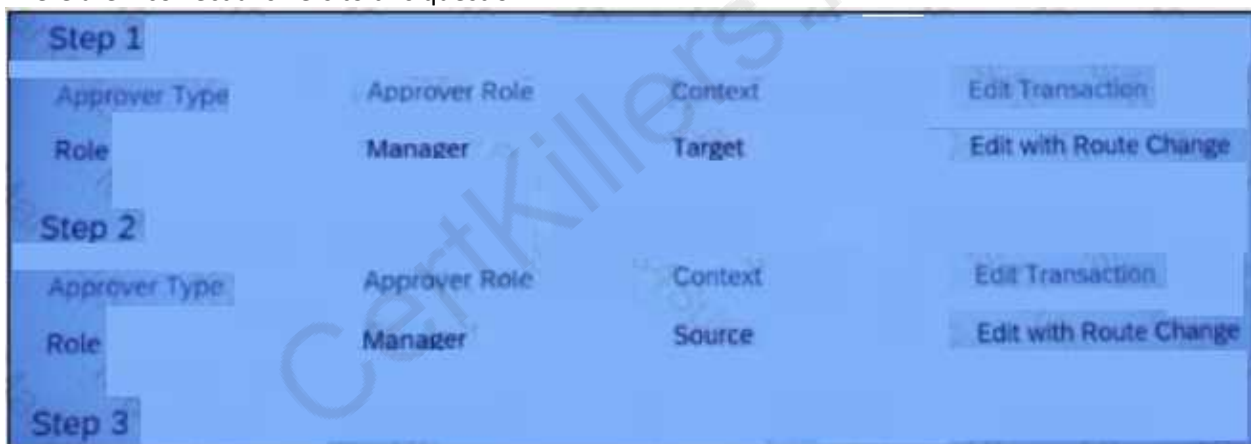D. The groups and roles arc removed from the instance.

Answer: B

Question: 6

What docs the system do when a label for a language is missing in one of the data models? Please choose the correct answer.

A. Displays the default label
B. Displays a warning message
C. Hides the field
D. Displays a blank label

Answer: A

Question: 7

In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another.
What happens during this workflow process?
There are 2 correct answers to this question.

A. Anyone in the Recruiting team can send back the workflow to the employee's future manager for some '—' changes in the data
B. The employee's current manage can send back the workflow to the employee's future manager for some '—' changes in the data
C. The employee's future manager will get a notification immediately after this workflow is triggered
D. The Head of the Business Unit of the employee's new department will get a notification immediately after 1—' this workflow is triggered

Answer: C D

Question: 8

Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.

```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
   <or>
    <equal id="jobInfo.position" inverse="true"/>
    <equal id="jobInfo.job-code" inverse="true"/>
    <lesser id="jobInfo.pay-grade.paygradeLevel"/>
    <equal id="jobInfo.location" inverse="true"/>
    <equal id="jobInfo.manager-id" inverse="true"/>

   </or>
  </conditions>
</rule>

<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
   <or>
    <equal id="jobInfo.cost-center" inverse="true"/>
    <equal id="jobInfo.job-code" inverse="true"/>
    <equal id="jobInfo.department" inverse="true"/>
    <equal id="jobInfo.pay-grade" inverse="true"/>
   </or>
  </conditions>
</rule>
```

A. Rule A always triggers instead of Rule B when an employee's pay grade changes
B. Rule B is incorrectly formatted.
C. Rule B is more restrictive than Rule A
D. Rule A triggers instead of Rule R when an employee's job code changes.

Answer: D

Question: 9

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>
```

A.
B.   <propagation-mapping   foundation-   ficld-'location.standardHours"   hris-ficld="jobInfo.cxtcrnalCode" />
C. <propagation-mapping foundation- field-'location.cxtcrnalCodc" hris-/ O field="joblnfo.location"

/>
D.

Answer: C

Question: 10

Your customer completed a Job Information portlet import. They realized that a field value was NOT correct for al employees. How can they fix this issue? Please choose the correct answer.

A. Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.
B. Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.
C. Use the Import Employee data tool and select the Full Purge mode to perform a partial import.
D. Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

Answer: B

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