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SAP

C_THR81_1802

SAP Certified Application Associate - SAP SuccessFactors Employee Central Q1/2018

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Question: 1

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.

Response:

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

Answer: D

Question: 2

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.

Response:

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

Answer: A,B

Question: 3

Which user interfaces are used by the Payroll Administrator?

There are 2 correct answers to this question.

Response:

- A. My Processes
- B. My Alerts
- C. Manage Processes
- D. Unassigned Alerts
- E. Manage Policies

Answer: B,D

Question: 4

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.

Response:

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

Answer: A,B

Question: 5

What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central?

Please choose the correct answer.

Response:

- A.
 1. Basic Import
 2. Biographical Information Import
 3. Employment details import
 4. Job History import
- B.
 1. Biographical Information Import
 2. Employment details import
 3. Job history import
 4. Basic Import
- C.
 1. Basic Import
 2. Biographical Information Import
 3. Job history import
 4. Employment details import
- D.
 1. Biographical Information Import
 2. Employment details import
 3. Basic Import
 4. Job history import

Answer: A

Question: 6

What can you do in the Event picklist when configuring events and event reasons?

There are 3 correct answers to this question.

Response:

- A. Add a new event.
- B. Change the labels.
- C. Add a new language translation.
- D. Change the external_code of an event.
- E. Change the status.

Answer: B,C,E

Question: 7

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

Response:

- A. Corporate Data Model
- B. HRIS Propagation XML file
- C. Configure Object Definition
- D. Manage Data

Answer: B

Question: 8

Which tools can you use to assign Business rules?

There are 3 correct answers to this question.

Response:

- A. Configure Object Definitions
- B. Manage Data
- C. Configure Business Rules
- D. Succession Data Model
- E. Manage Business Configuration

Answer: A,D,E

Question: 9

What rule type allows you to validate field values in metadata framework (MDF) objects?
Please choose the correct answer.

Response:

- A. deleteRules
- B. validateRules
- C. saveRules
- D. initializeRules

Answer: C

Question: 10

What happens if a mapped role is deleted in Role Based Permissions?
Please choose the correct answer.

Response:

- A. The groups and roles are removed from the instance.
- B. Nothing
- C. Users can continue to access the role until they are removed from the relevant groups.
- D. The permissions are permanently removed and ungranted from the relevant groups.

Answer: D

Question: 11

What is the effect of the business rule shown in the screenshot?

The screenshot displays three conditional rules in a configuration tool:

- Rule 1 (If):** Condition: Compensation Information Model.AnnualizedSalary.Previous Value < Compensation Information Model.AnnualizedSalary.Value. Action: Set Compensation Information Model.Event Reason.Value to Salary Increase (PAYMER).
- Rule 2 (Else If):** Condition: Compensation Information Model.AnnualizedSalary.Previous Value > Compensation Information Model.AnnualizedSalary.Value. Action: Set Compensation Information Model.Event Reason.Value to Merit - No Increase (PAYMEZ).
- Rule 3 (Else):** Action: Set Compensation Information Model.Event Reason.Value to Data Change (DATAACHG).

Please choose the correct answer.

Response:

A.

If there is no change in the annual salary of an employee, set the event reason as PAYMEZ.
 If there is decrease in the annual salary of an employee, set the event reason as DATAACHG.
 If there is an increase in the annual salary of an employee, set the event reason as PAYMER.

B.

If there is no change in the annual salary of an employee, set the event reason as PAYMER.
 If there is decrease in the annual salary of an employee, set the event reason as DATAACHG.
 If there is an increase in the annual salary of an employee, set the event reason as PAYMEZ.

C.

If there is no change in the annual salary of an employee, set the event reason as DATAACHG.
 If there is decrease in the annual salary of an employee, set the event reason as PAYMEZ.
 If there is an increase in the annual salary of an employee, set the event reason as PAYMER.

D.

If there is no change in the annual salary of an employee, set the event reason as PAYMEZ.
 If there is decrease in the annual salary of an employee, set the event reason as PAYMER.
 If there is an increase in the annual salary of an employee, set the event reason as DATAACHG.

Answer: C

Question: 12

How do you set up global benefits in SAP SuccessFactors Employee Central?

Please choose the correct answer.

Response:

A.

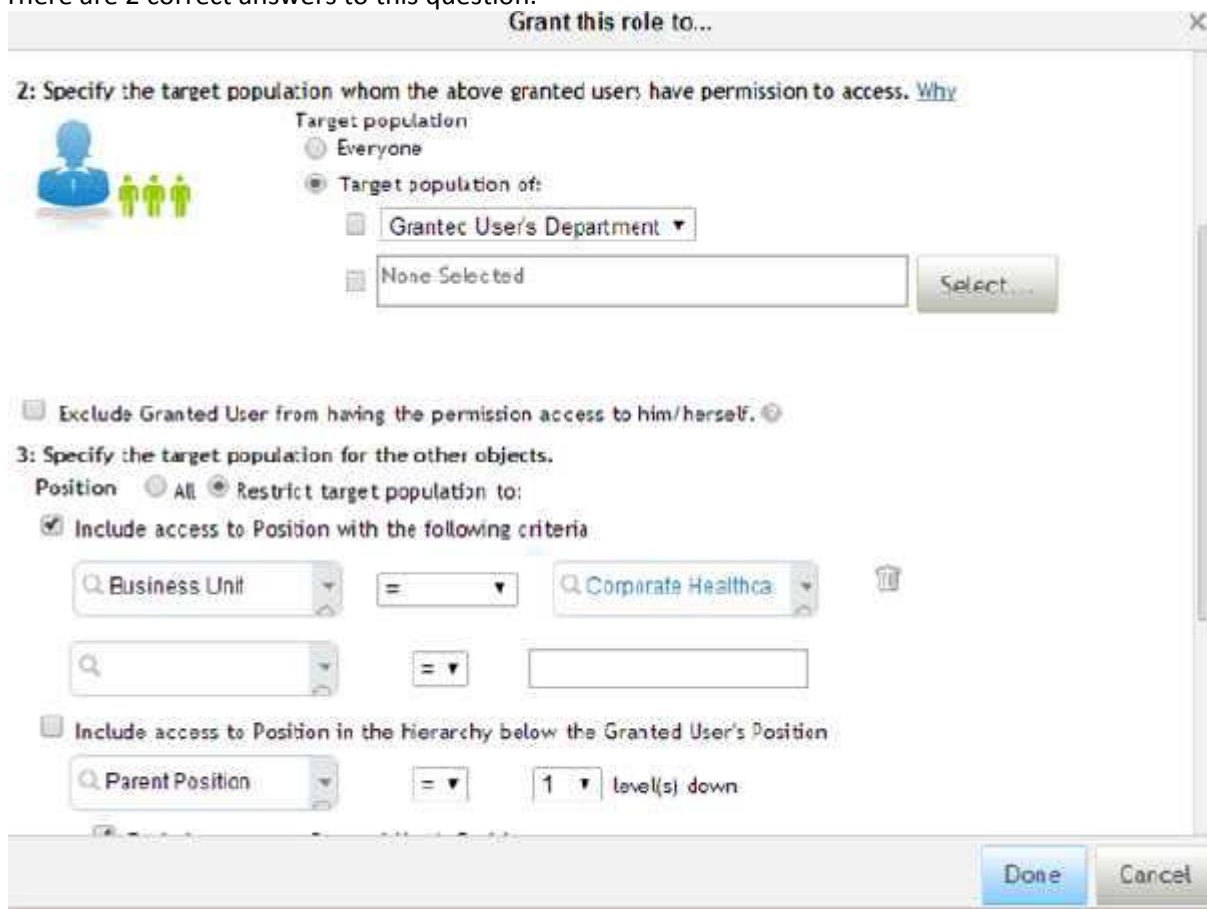
1. Enable benefits in Provisioning
2. Add the Global Benefits tab element in the Succession Data Model
3. Activate global benefits in Configure Employee Files

- B.
1. Enable benefits in Provisioning
 2. Add the Global Benefits tab element in the Corporate Data Model
 3. Activate global benefits in Manage Business Configuration
- C.
1. Enable benefits in the Admin Center
 2. Add the Global Benefits tab element in the Corporate Data Model
 3. Activate global benefits in Manage Business Configuration
- D.
1. Enable benefits in the Admin Center
 2. Add the Global Benefits tab element in the Succession Data Model
 3. Activate global benefits in Configure Employee Files

Answer: A

Question: 13

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.



Response:

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

Answer: C,D

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