

DUMPS ARENA

SAP Certified Application Associate
SAP SuccessFactors Employee Central Core
1H/2022

SAP C_THR81_2211

Version Demo

Total Demo Questions: 10

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QUESTION NO: 1

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- A. Set Import rule context to No.
- B. Set Mass Changes rule context to No.
- C. Set Import rule context to Yes.
- D. Set Mass Changes rule context to Yes.

ANSWER: B**QUESTION NO: 2**

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when transfer of an employee is initiated. What is the expected behavior of this workflow? Note: There are 2 correct answers to this question.

- A. If an approver of WF_Employee_Transfer does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.
- C. An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

ANSWER: A B**QUESTION NO: 3**

Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Location
- B. Business unit
- C. Pay range
- D. Event reason
- E. Cost center

ANSWER: A C D

QUESTION NO: 4

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Job Relationship Info
- C. Employment Details
- D. Job Information

ANSWER: C D

QUESTION NO: 5

How do you align position records to reflect associations built between division and department?

- A. Create filter criteria in the position object.
- B. Create a sync job to copy data from the position record to Job Info.
- C. Create filter criteria in the position org chart.
- D. Create a sync job to copy data from Job Info to the position record.

ANSWER: A

QUESTION NO: 6

Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms. Which section of the Succession Data Model must you configure to meet this requirement?

- A. <hris-element>
- B. <hris-sync-mappings>
- C. <background-element>
- D. <standard-element>

ANSWER: B

QUESTION NO: 7

Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

- A. Use the Take Action menu.
- B. Insert a new record.
- C. Add a new employee.
- D. Use the pencil icon.

ANSWER: A D

QUESTION NO: 8

You create a config UI based on the Uniform Request custom generic object, as shown in the screen shot. What field must have ID externalCode to display the UI in the People Profile?

- A. Apron Size
- B. Shoes Size
- C. Requested Date
- D. Employee

ANSWER: D

QUESTION NO: 9

What does SAP SuccessFactors recommend when you create new and custom associations between foundation objects (FO)?

- A. All new and custom associations should be built as one-to-many.
- B. All new and custom associations should be built between an XML FO and another XML FO.
- C. All new and custom associations should be built as one-to-one.
- D. All new and custom associations should be built between an MDF FO and another MDF FO.

ANSWER: A

QUESTION NO: 10

How do you set the current and future managers of an employee as approvers in a workflow? Note: There are 2 correct answers to this question.

- A. For current manager, set Context: Source

- B.** For future manager, set Context: Target
- C.** For current manager, set Context: Target
- D.** For future manager, set Context: Source

ANSWER: A B