

100% Money Back
Guarantee

Vendor:SAP

Exam Code:C_THR81_2105

Exam Name:SAP Certified Application Associate -
SAP SuccessFactors Employee Central 3H/2021

Version:Demo

QUESTION 1

Your customer wants to allow employees to manage their own benefits. You made the required changes to the Succession data model.

Which tool in the Admin Center do you use to activate the Global Benefits tab?

Please choose the correct answer.

- A. Configure Employee Files
- B. Benefits Admin Overview
- C. Manage Employee Central Settings
- D. Manage Configuration UI

Correct Answer: A

QUESTION 2

Which user interfaces are used by the Payroll Administrator? There are 2 correct answers to this question.

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

Correct Answer: CD

QUESTION 3

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

- A. Business Rule is triggered when a change to Job Information record is saved
- B. Business Rule is triggered when a portlet is saved
- C. Business Rule is triggered when a field value is changed
- D. Business Rule is triggered when a portlet is loaded

Correct Answer: C

QUESTION 4

Where can you configure an event handler for a query in the UI Designer? Please choose the correct answer.

- A. Data Model
- B. Controller
- C. Toolbox
- D. Designer

Correct Answer: B

QUESTION 5

Which Foundation Objects are configure in the Corporate Data Model? Note: 3

- A. Business Unit
- B. Location
- C. Pay Range
- D. Event Reason
- E. Cost Center

Correct Answer: BCD

QUESTION 6

Which of the following is an example of MDF to XML Association? Please choose the correct answer.

- A. Pay Component to Legal Entity
- B. Geo Zone to Location
- C. Legal Entity to Location
- D. Division to Business Unit

Correct Answer: C

QUESTION 7

Why would you include the rule shown in the attached screen shot in the Event Reason Rules data model? Please choose the correct answer.

```

<rule id="rule-1">
  <trueoutput>EVENT_REASON</trueoutput>
  <conditions>
    <or>

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

```

- A. To record an event reason for any change made to the employee's job information
- B. To record an event reason when adding a new employee
- C. To prevent rules placed before this rule in the model from triggering
- D. To allow other rules placed after this rule in the model to trigger

Correct Answer: A

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 B when an employee's job code changes.

Correct Answer: D

QUESTION 9

What is a Foundation Object (FO)?

- A. A XML File that must be loaded before an implementation can begin
- B. An object to capture a company's organization, pay, or job structures
- C. An object that can be configured with the Manage Business Configuration tool
- D. An object for employee information

Correct Answer: B

QUESTION 10

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.

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

Correct Answer: BD

QUESTION 11

Exhibit

```
<hxs:element id="Location">
  <label>Location Name</label>
  <hxs:field max-length="33" id="externalCode" visibility="both" required="true" ellipsis="false" showTrailingZeros="false">
    <label>Code</label>
  </hxs:field>
  <hxs:field max-length="33" id="name" visibility="both" required="false" ellipsis="false" showTrailingZeros="false">
    <label>Name</label>
  </hxs:field>
</hxs:element>
```

You are creating a generic (MDF) object and you want to add 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. externalCode
- D. Location Name

Correct Answer: B

QUESTION 12

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

- A. Update the employee data file and use the Import Employee Data tool to import this file.
- B. Update the picklist file and use the Picklist Management tool to import the HR Representative
- C. Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.
- D. Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population

Correct Answer: AC