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Exam : **C-THR81-1902**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Q1/2019

Vendor : SAP

Version : DEMO

NO.1 What rule type allows you to validate field values in metadata framework (MDF) objects?

Please choose the correct answer.

Response:

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

Answer: D

NO.2 Which of the following explains the term "One Click Monitoring"?

Please choose the correct answer.

Response:

- A. The process in SAP SuccessFactors used to run post-production payroll
- B. The process in SAP SuccessFactors used to run pre-payroll activities
- C. The process in SAP SuccessFactors used to run production payroll
- D. The process in SAP SuccessFactors which allow us to assign errors to administrators

Answer: B

NO.3 A customer plans to use MDF objects in employee central to create configurable rules. Which of the below permissions suites best to achieve this?

There are 2 correct answers to this question.

Response:

- A. Configure business rules
- B. Configure generic object definition
- C. Maintain pay, organization and job
- D. Manage business configuration

Answer: A,B

NO.4 Your customer wants to grant restricted proxy rights to their HR Department to act on behalf of employees belonging to their legal entity. How can you perform this requirement?

There are 2 correct answers to this question.

Response:

- A. Use the Manage Permission Roles tool to grant proxy rights to the HR Department.
- B. Fill the Basic Import template with the requested proxy configuration and import the file using the Import and Export Data tool.
- C. Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool.
- D. Use the Proxy Management tool to configure the requested proxy assignments.

Answer: C,D

NO.5 Which of the following portlets use effective dating?

There are 2 correct answers to this question.

Response:

- A. Personal Information

- B. Employment Details
- C. Contact Information
- D. Job Information

Answer: A,D

NO.6 What can you do with the Pivot Query Designer?

There are 2 correct answers to this question.

Response:

- A. You can create tables and charts.
- B. You can schedule the distribution of created tables and charts directly from the tool.
- C. You can manipulate list report data.
- D. You can calculate statistics, such as the average, variance and standard deviation.

Answer: A,C

NO.7 The HRIS field "end-date" does not appear on the UI but is used for reporting purposes. What does the XML code looks like for the end date?

Please choose the correct answer.

Response:

- A. `<hris-field id="end-date" visibility="both" required="true" pii="false">
<label>End Date</label>
</hris-field>`
- B. `<hris-field="end-date" visibility="none" equired="false" pii="false"
<labe>End Date</label>
</hris-field>`
- C. `<hris-field id="end-date" visibility="none" required="true" pii="true">
<label>End Date</label>
</hris-field>`

Answer: C

NO.8 What is a Foundation Table?

Please choose the correct answer.

Response:

- A. Propagation
- B. A table to capture a company's organization, pay, and job structures
- C. A table for employee information
- D. A table for effective dating

Answer: B

NO.9 Your customer wants to add three job classifications: Manager, Administrative Assistant and HR Representative. These classifications will be used in France, Germany, and the USA.

Where do you create these job classifications?

Please choose the correct answer.

Response:

- A. In the Job Classification local element in the CSF Corporate Data Model

- B. In the Configure Object Definition tool
- C. In the Manage Organization, Pay and Job Structures tool
- D. In the Job Classification element in the Corporate Data Model

Answer: B

NO.10 A customer has decided they will NOT use the standard weekly hours field on the Foundation Object Legal Entity in their implementation.

What is the SAP SuccessFactors recommendation to configure this field?

Please choose the correct answer.

Response:

- A. Set the visibility of the field to none
- B. Delete the field from the list of fields
- C. Delete the association to the field
- D. Set the status of the field to inactive

Answer: A

NO.11 Which of the following elements can you configure in the country-specific Corporate Data Model?

There are 3 correct answers to this question.

Response:

- A. legalEntityLocal
- B. globalInfo
- C. corporateAddress
- D. homeAddress
- E. jobClassLocal

Answer: A,C,E

NO.12 After submitting an employee data import file for validation, the customer received an email messages informing them that several errors were found.

In order to troubleshoot the issues with the data, what tool can the customer use to find the error log file?

Please choose the correct answer.

Response:

- A. Import Employee Data
- B. Import and Export data
- C. Monitor Job
- D. Export Extended User information

Answer: C

NO.13 What are the types of Multiplicities available to configure associations?

There are 2 correct answers to this question.

Response:

- A. One to Many
- B. Many to One

C. Many to Many

D. One to One

Answer: A,D

NO.14 What is the function of the icon shown in the attached diagram?

Please choose the correct answer.

Event Reason: New Hire (HIRNEW)

Effective as of 01/01/1970

Blue indicates that the item changed on this date

Event ID	HIRNEW
Event Name	New Hire 
Description	
Status	Active
Event	Hire
Employee Status	Active

Response:

A. Provides translations of the foundation object label.

B. Provides help text with details of the field.

C. Displays the list of workflow approvers for the hiring event.

D. Changes the event reason.

Answer: A

NO.15 What is the purpose of SuccessFactor's Application Programming Interface (SFAPI)?

Please choose the correct answer.

Response:

A. Maps and transfers extracted data from SuccessFactors' products to external products.

B. Allows data to be extracted from SuccessFactors' products and used in external products.

C. Maps and transfers extracted data from SuccessFactors' Employee Central to internal products.

D. Allows data to be extracted from SuccessFactors' Employee Central and used for internal products.

Answer: B

NO.16 The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements?

Pay Component

	System Field ID (Mandatory)	System Field Label	Type	Max Length	Used	Required
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

There are 2 correct answers to this question.

Response:

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="start-date" visibility="both" required="true" pii="false">

<label>Start Date</label>

</hris-field>

C. <hris-field-max-length="90" id="name" visibility="both" required="true"> <label>Name</label>

</hris-field>

D. <hris-field-max-length="32" id="externalCode" visibility="both" required="false">

<label>Code</label>

</hris-field>

Answer: B,C

NO.17 Your customer wants the Time Zone field from the Job Classification Foundation Object to propagate into the Time Zone field of the Employee's Job Information.

What data model do you reference to fill in the IDs for 3 and 4 in the HRIS Propagation Data Model (as shown in the attached graphic)?

Please choose the correct answer.

Response:

A. CSF Succession Data Model

B. Succession Data Model

C. CSF Corporate Data Model

D. Corporate Data Model

Answer: B

NO.18 How do the Talent Approval group and the Finance Controller participate in the workflow shown in the attached screenshot?

Please choose the correct answer.

Workflow Contributor

* Contributor Type: Dynamic Group

* Contributor: Talent Approval

No Selection

CC Role

* CC Role Type: Dynamic Role

* CC Role: Finance Controller (FIN-CONT)

Response:

- A.** - Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification after each approval step.
- 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 when the workflow is completed.
- D.** - Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification after each approval step.

Answer: B

NO.19 Which configuration sections are available when a generic object definition is created using the Metadata Framework?

There are 3 correct answers to this question.

Response:

- A.** Searchable Fields
- B.** Configuration UI
- C.** Security
- D.** Picklist Values
- E.** Associations

Answer: A,C,E

NO.20 Which reporting feature allows you to manipulate the relationships between tables in a query?

Please choose the correct answer.

Response:

- A.** Advanced join editor
- B.** Filter
- C.** Report distributor
- D.** Calculated column

Answer: A