

Exam Code: C_THR81_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core



Exam A

QUESTION 1

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Work Permit Information
- C. Personal Information
- D. Job Information

Correct Answer: A, D

Section:

QUESTION 2

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday. When will the synchronization happen?

- A. Saturday, the day after the sync job completes
- B. Thursday, when the change becomes effective
- C. Friday, when the sync job completes
- D. Tuesday, the day the transaction is entered

Correct Answer: C

Section:

QUESTION 3

Which action in the THEN statement is used for propagation?

- A. Execute
- B. Raise
- C. Set
- D. Create

Correct Answer: C

Section:

QUESTION 4

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Correct Answer: C



Section:

QUESTION 5

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. IDoc
- B. SOAP
- C. RFC
- D. Data

Correct Answer: B, D

Section:

QUESTION 6

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block. What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field='company'>
- B. <field-criteria> as part of <hris-field='location'>
- C. <association> as part of <hris-element id='jobInfo'>
- D. <association> as part of <hris-element id='location'>

Correct Answer: B, D

Section:

QUESTION 7

Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Using Actions menu in People Profile
- C. Deleting a record in history UI
- D. Using Add New Hire

Correct Answer: B

Section:

QUESTION 8

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a user id.
- B. A user can have only one user id.
- C. Once generated, you CANNOT change a person id external.
- D. A user can have multiple user ids.
- E. A user can have only one person id external.

Correct Answer: A, D, E

Section:



QUESTION 9

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Permission Groups
- B. Manage Dynamic Roles
- C. Manage Workflow Requests
- D. Manage Workflow Groups

Correct Answer: D

Section:

QUESTION 10

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <dg-filters> then add cost-center
- B. Go to <hris-element='jobInfo'> then add dg-filter='true'
- C. Go to <custom-filters> then add cost-center
- D. Go to <hris-field id='cost-center'> then add filter='true'

Correct Answer: A

Section:

QUESTION 11

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- B. Employee Information Model
- C. Job Information Model
- D. Employee Information

Correct Answer: C

Section:

QUESTION 12

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

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

Correct Answer: C, D

Section:

QUESTION 13

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in Succession Data Model.
- B. Enable the auto-delegate permission for users.
- C. Define the delegate relationship in Employee Central.
- D. Enable the field in the Corporate Data Model.

Correct Answer: B, D

Section:

QUESTION 14

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. value
- B. pay-component-code
- C. pay-date
- D. frequency
- E. is-target

Correct Answer: A, B, C

Section:

QUESTION 15

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate XML and MDF FO field labels
- B. To translate any generic object field labels in the instance
- C. To translate MDF FO field labels
- D. To translate XML FO field labels

Correct Answer: C

Section:

QUESTION 16

How do you configure alert recipients?

- A. Recipients are configured within the EC Alerts business rule.
- B. Recipients are configured in Manage Data.
- C. Recipients are configured as workflow contributors.
- D. Recipients are configured as workflow approvers.

Correct Answer: D

Section:

QUESTION 17

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

- A. Event reason
- B. Pay Calendar



- C. Location
- D. Cost center
- E. Pay range

Correct Answer: A, C, E

Section:

QUESTION 18

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Set the externalName field to Data Type = User.
- B. Create a Valid When association for the object.
- C. Create one configuration UI for the object.
- D. Set the externalCode field to Data Type = User.

Correct Answer: B, C

Section:

QUESTION 19

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Username
- B. Event Date
- C. User Id
- D. Personal Id External

Correct Answer: B, D

Section:

QUESTION 20

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Workflows
- B. Trigger Rules to Display Internal Job History
- C. Trigger Rules for Hire/Rehire
- D. Save Changes to Foundation Objects

Correct Answer: A, C

Section:

QUESTION 21

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value ID
- B. Picklist Code
- C. Legacy Picklist ID
- D. Picklist Value External Code



Correct Answer: A

Section:

QUESTION 22

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. City
- B. Location
- C. Address1
- D. Country

Correct Answer: D

Section:

QUESTION 23

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[SUBJECT_USER]]
- B. [[EVENT_REASON]]
- C. [[HRIS_ELEMENT]]
- D. [[RECIPIENT_NAME]]

Correct Answer: A, B

Section:

QUESTION 24

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. PII
- B. Visibility
- C. Previous Value
- D. Max-length
- E. Required

Correct Answer: B, C, E

Section:

QUESTION 25

Fields in the termination screen are configured in which hr-is-element?

- A. Personal Information
- B. Employment Information
- C. Compensation Information
- D. Job Information

Correct Answer: B



Section:

QUESTION 26

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

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

Correct Answer: A, B, D

Section:

QUESTION 27

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will reject both workflows.
- B. The system will cancel the second workflow.
- C. The system will cancel the first workflow.
- D. The system will allow both workflows to continue.

Correct Answer: D

Section:



QUESTION 28

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onInit; Base Object: Standard Hours
- B. Event Type: onChange; Base Object: Employee Information
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onSave; Base Object: Legal Entity

Correct Answer: A

Section:

QUESTION 29

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Job Relationships
- C. Addresses
- D. Employment Details

Correct Answer: A, D

Section:

QUESTION 30

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Termination
- B. Hire
- C. Transfer
- D. Data change

Correct Answer: A, B

Section:

QUESTION 31

How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Correct Answer: C

Section:

QUESTION 32

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- C. Set the IF statement to Always True and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.

Correct Answer: C

Section:

QUESTION 33

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Higher level object
- C. Valid When association - Lower level object
- D. Composite association - Child object

Correct Answer: B, D

Section:

