



SAP

C_THR81_2005 Exam

**SAP Certified Application Associate - SAP SuccessFactors
Employee Central 1H/2020 Exam**

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Version: 1.0

Question: 1

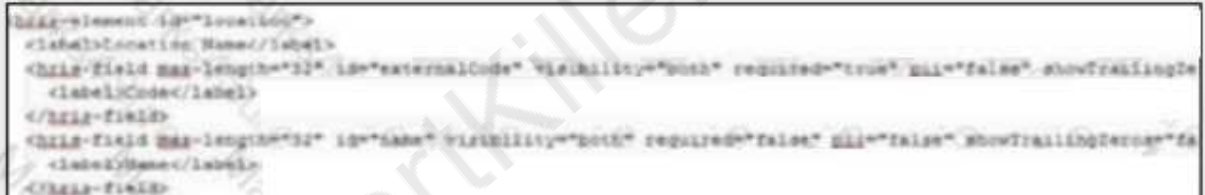
You need to change the Employee Central job information for several employees using Import Employee Data. Where can you export the employees' current job information? There are 2 correct answers to this question.

- A. Analytics > Reporting > Ad Hoc Reports
- B. Analytics > Reporting > List Views
- C. Admin Tools > Employee Export
- D. Analytics > Analytics > Detailed Reporting

Answer: A D

Question: 2

Exhibit:



```
<field element id="location">
  <label>Location Name</label>
  <hris-field max-length="32" id="externalCode" visibility="both" required="true" fill="false" showTrailingZero="false">
    <label>Code</label>
  </hris-field>
  <hris-field max-length="32" id="name" visibility="both" required="false" fill="false" showTrailingZero="false">
    <label>Name</label>
  </hris-field>
</field>
```

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. external Code
- D. Location Name

Answer: B

Question: 3

In which of the following 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 profile is saved

- C. Business Rule is triggered when a field value is changed
- D. Business Rule is triggered when a portlet is loaded

Answer: C

Question: 4

How do the Talent Approval group and the Finance Controller participate in the workflow shown in the attached screenshot? Please choose the correct answer.

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

Answer: B

Question: 5

What happens if a mapped role is deleted in Role Based Permissions?

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

Answer: B

Question: 6

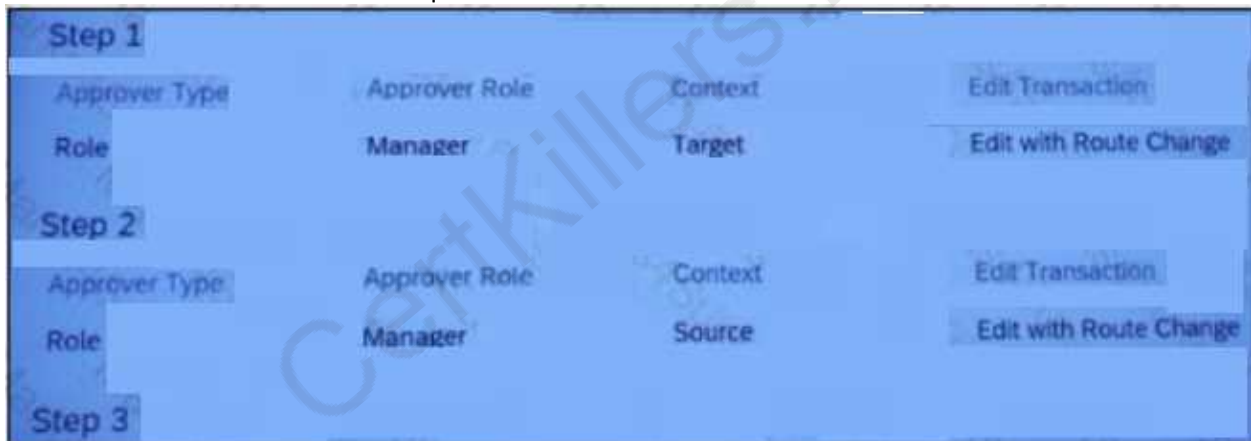
What does the system do when a label for a language is missing in one of the data models? Please choose the correct answer.

- A. Displays the default label
- B. Displays a warning message
- C. Hides the field
- D. Displays a blank label

Answer: A

Question: 7

In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another. What happens during this workflow process? There are 2 correct answers to this question.



- A. Anyone in the Recruiting team can send back the workflow to the employee's future manager for some '—' changes in the data
- B. The employee's current manager can send back the workflow to the employee's future manager for some '—' changes in the data
- C. The employee's future manager will get a notification immediately after this workflow is triggered
- D. The Head of the Business Unit of the employee's new department will get a notification immediately after '—' this workflow is triggered

Answer: C D

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"/>
      <lessor 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 R when an employee's job code changes.

Answer: D

Question: 9

Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer.

```

<propagate foundation-element-id="location">
  <field id="standardHours">
    <destination hris-element-id="jobInfo" field-id="standard-hours"/>
  </field>
</propagate>

```

- A. <propagation-mapping foundation- field-'location.cxtcrnalCodc" hris- field-'jobInfo.cxtcrnalCodc" />
- B. <propagation-mapping foundation- field-'location.standardHours" hris- field="jobInfo.cxtcrnalCode" />
- C. <propagation-mapping foundation- field-'location.cxtcrnalCodc" hris- / O field="jobInfo.location"

/>

D. <propagation-mapping foundation- field-'location.standardHours" hris- field-'jobInfo.location" />

Answer: C

Question: 10

Your customer completed a Job Information portlet import. They realized that a field value was NOT correct for all employees. How can they fix this issue? Please choose the correct answer.

- A. Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.
- B. Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.
- C. Use the Import Employee data tool and select the Full Purge mode to perform a partial import.
- D. Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

Answer: B

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