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Exam : **C_THR81_1611**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Q4/2016

Vendor : SAP

Version : DEMO

NO.1 What does the XML configuration show in the attached screen shot?

Please choose the correct answer. Choose one:

```
<!-- Begin Division Associations -->
<div-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit" required="false" />
  <!-- <association id="id" multiplicity="ONE_TO_MANY" destination-entity="location" required="false" />
</div-associations>
<!-- End Division Associations -->
```

- A. There is only one active association for the business unit object.
- B. There are two active associations for the division object.
- C. One business unit can have many divisions.
- D. One division can have many business units.

Answer: D

NO.2 You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president. What workflow feature would you configure to meet this requirement?

Please choose the correct answer. Choose one:

- A. Dynamic role
- B. cc role
- C. workflow contributor
- D. workflow group

Answer: A

NO.3 What must be created before synchronizing position information and employment information?

Please choose the correct answer. Choose one:

- A. A new mapping in the HRIS Sync data model
- B. A new association in the Position generic (MDF) object
- C. A new job in the Manage Scheduled jobs tool
- D. A new business rule in the Configure Business Rules tool.

Answer: D

NO.4 How would you update an entire department with a new cost center?

There are 2 correct answers to this question. Choose:

- A. Import the job history.
- B. Import employment details.
- C. Configure business rules.
- D. Perform mass changes.

Answer: A,D

NO.5 What do you need to download before importing organization, pay, and job data into the system?

Please choose the correct answer. Choose one:

- A. A blank CSV template for each object from the Import Foundation Data tool
- B. A CSV template containing all objects from the Import Foundation Data tool
- C. A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool
- D. A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool

Answer: A

NO.6 What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central?

Please choose the correct answer. Choose one:

A.

- 1 . Basic Import
- 2 . Biographical Information Import
- 3 . Employment details import
- 4 . Job History import

B.

- 1 . Biographical Information Import
- 2 . Employment details import
- 3 . Basic Import
- 4 . Job history import

C.

- 1 . Biographical Information Import
- 2 . Employment details import
- 3 . Job history import
- 4 . Basic Import

D.

- 1 . Basic Import
- 2 . Biographical Information Import
- 3 . Job history import
- 4 . Employment details import

Answer: A

NO.7 How do you migrate to the role-based permission framework?

There are 3 correct answers to this question. Choose:

- A.** Success Factors configures permissions in a test system for you.
- B.** Success Factors validate the configuration in the production system.
- C.** You fill out a configuration workbook to help Success Factors understand the roles required by your company.
- D.** You perform a user acceptance testing on the test system.
- E.** You have to migrate your configuration from the test system to your production system.

Answer: A,C,D

NO.8 What schema or report definition type is used to find all promotions during a specific time period?

Please choose the correct answer. Choose one:

- A.** Employee Central
- B.** Job Information (Date Range)
- C.** Recurring Compensation Information (Date Range)
- D.** Person and Employment Audit

Answer: B

NO.9 How do you add a new rule type to be used in the Rules Engine?

Please choose the correct answer. Choose one:

- A. Use the Configure Object Definitions tool to add a rule type as a new object definition.
- B. Use the Configure Object Definitions tool to insert a new value in the rule type picklist.
- C. Use the Manage Data tool to create a new rule type.
- D. Use the Configure Business Rules tool to create a new rule type.

Answer: B

NO.10 Why is Rule B (shown in the attached screen shot) not triggering?

Please choose the correct answer. Choose one:

```
<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 B is more restrictive than Rule A.
- B. Rule B is incorrectly formatted.
- C. Rule A always triggers instead of Rule B when an employee's pay grade changes.
- D. Rule A triggers instead of Rule B when an employee's job code changes.

Answer: D

NO.11 You want to create a metadata framework (MDF) object that is a composite association of two MDF objects. Where do you define the association?

Please choose the correct answer. Choose one:

- A. In the Corporate Data Model
- B. In the Manage Data tool
- C. In the Configure Object Definition tool
- D. In the Configure Business Rules tool

Answer: C

NO.12 You are importing the job history (job information) for an employee. You receive an error message that the specified manager does not exist.

You check the system and confirm the manager does exist in the system. What is wrong?

Please choose the correct answer. Choose one:

- A. The manager's hire date is before the import start date
- B. The manager's hire date is after the import start date
- C. The manager is in a different legal entity
- D. The manager is in a different location

Answer: B