

C_THR81_2105^{Q&As}

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

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QUESTION 1

Which action would be chosen from the "Take Action" button to transfer an employee to another place in the organization

Please choose the correct answer.

- A. pot Bonus
- B. Change Job and Compensation Information
- C. Terminate/Retire
- D. Employment Details

Correct Answer: B

QUESTION 2

Which fields would commonly be included in a position record that would NOT be included in a job classification record?

Note: There are 2 correct answers to this question.

- A. Pay Grade
- B. Job Title
- C. Business Unit
- D. Division

Correct Answer: CD

QUESTION 3

How can you update Job Information data? There are 2 correct answers to this question.

- A. Import data using the Import Employee Data tool.
- B. Import data using the Import and Export Data tool.
- C. Directly edit data using the Take Action button on the Employee File
- D. Import data using the Import Foundation Data tool.

Correct Answer: AC

QUESTION 4

Which role based permissions needs to be configured for employees to enroll in global benefits? There are 2 correct

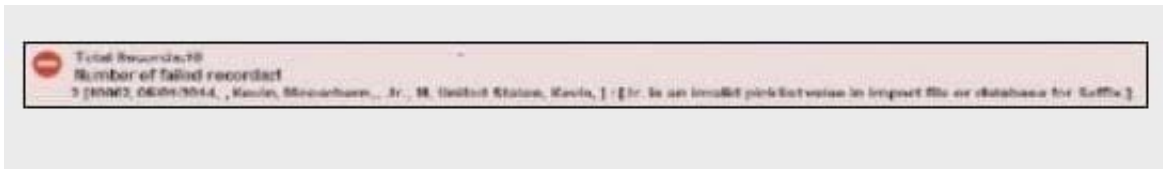
answers to this question

- A. Manage benefits
- B. Manage Documents
- C. Employee Data
- D. Employee Views

Correct Answer: AC

QUESTION 5

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue? There are 3 correct answers to this question.



- A. Create a new Personal Information dated record to reset the Suffix field.
- B. Check the employee data import file
- C. Check the picklist values for the picklist ID for the Suffix field.
- D. Check the employee data using the employee export.
- E. Find the picklist ID for the Suffix field in the data model.

Correct Answer: BCE

QUESTION 6

You configure the hris-element person Info with the following XML. What field is masked in the portlet? Please choose the correct answer

```
<hris-element id="personInfo">
  <label>Person Info</label>
  <hris-field max-length="32" id="person-id-external" visibility="both" required="true">
    <label>Person Id</label>
  </hris-field>
  <hris-field id="date-of-birth" visibility="both">
    <label>Date Of Birth</label>
  </hris-field>
  <hris-field max-length="128" id="birth-name" visibility="both" pii="true">
    <label>Birth Name</label>
  </hris-field>
  <hris-field max-length="100" id="country-of-birth" visibility="view">
  </hris-field>
  <hris-field max-length="100" id="place-of-birth" visibility="none">
    <label>Place Of Birth</label>
  </hris-field>
  <hris-field id="date-of-death" visibility="view">
    <label> Date of Death </label>
  </hris-field>
</hris-element>
```

- A. Person Id
- B. Date of Death
- C. Place of Birth
- D. Birth Name

Correct Answer: D

QUESTION 7

What Time Off feature defines the available time types for a user? Please choose the correct answer

- A. Time account eligibility status
- B. Work schedule
- C. Time profile
- D. Time account type

Correct Answer: C

QUESTION 8

Foundation Objects (FO) enable the company to fit its organizational structure into the Employee Central (EC) system.

- A. True
- B. False

Correct Answer: A

QUESTION 9

The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements? Note: There are 2 correct answers to this question.

<u>Pay Component</u>					
<u>System Field ID</u>	<u>System Field Label</u>	<u>Type</u>	<u>Max. Length</u>	<u>Used</u>	<u>Required (Mandatory)</u>
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

A.