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The Study Materials Aimed to Help You Pass the Certification Exam

Exam : **C-THR81-2311**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Core
2H/2023

Vendor : SAP

Version : DEMO

NO.1 In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart
- B. To restrict access at the field level when creating positions
- C. To restrict access to create positions from Manage Positions
- D. To restrict access to create positions based on the granted user's target population

Answer: A D

NO.2 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.

Answer: C

NO.3 The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality). Why is that?

- A. The manager's approver context is set to Source.
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C. The manager has transactions pending approval permission for Personal Information.
- D. In the workflow, Respect Permissions was set to No for the notification line to the manager.

Answer: B

NO.4 Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

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

Answer: B C

NO.5 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. <association> as part of <hris-element id="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <field-criteria> as part of <hris-field="location">

Answer: B D

NO.6 Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use?

- A. Role
- B. Dynamic Role
- C. Dynamic Group
- D. Manager

Answer: B

NO.7 Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Correct
- B. Job Information Actions > View
- C. History Job Information Actions > Edit/Insert
- D. Edit Link > Edit/Insert

Answer: A

NO.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. A user can have multiple user ids.
- B. Once generated, you CANNOT change a person id external.
- C. A user can have only one person id external.
- D. A user can have only one user id.
- E. Once generated, you CANNOT change a user id.

Answer: A C E