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Exam : **C-THR81-1802**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Q1/2018

Vendor : SAP

Version : DEMO

NO.1 Which of the following fields describes best when you need to define the rule for accrual creation by defining the logic for creating timeAccountDetails.

There are 3 correct answers to this question.

Response:

- A. Posting unit
- B. A unique external code
- C. A fixed posting date.
- D. A posting type with entitlement from the enum list
- E. Amount posted

Answer: ABE

NO.2 Foundation Object records can be managed using these Admin Functions:

There are 2 correct answers to this question.

Response:

- A. Manage Organization, Pay, and Job Structures
- B. Import and Export Foundation Data
- C. Manage Data without admin functions
- D. Import Foundation Data

Answer: AD

NO.3 You need to define time account types for time types that have a balance that needs to be checked. So, for time types where you want to have a check against a balance you normally need to:

There are 2 correct answers to this question.

Response:

- A. Configure a time account type to suit your needs and assign it to a time account type.
- B. Define a rule governing how the accruals should be calculated, and assign it to a time account type.
- C. Configure a time account type to suit your needs and assign it to a work schedule type.
- D. Define a rule governing how the accruals should be calculated, and assign it to a work schedule type.

Answer: AB

NO.4 How do you add a new rule type to be used in the Rules Engine?

Please choose the correct answer.

Response:

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

Answer: A

NO.5 What rule type allows you to validate field values in metadata framework (MDF) objects?

Please choose the correct answer.

Response:

- A. deleteRules
- B. validateRules
- C. saveRules
- D. initializeRules

Answer: C

NO.6 What can you do with the Pivot Query Designer?

There are 2 correct answers to this question.

Response:

- A. You can calculate statistics, such as the average, variance and standard deviation.
- B. You can create tables and charts.
- C. You can manipulate list report data.
- D. You can schedule the distribution of created tables and charts directly from the tool.

Answer: BC

NO.7 You remove the Cost Center HRIS element from the Corporate Data Model. What must be done in the Succession Data Model to avoid errors in the system?

Please choose the correct answer.

Response:

- A. The Cost Center HRIS element must be set to required = "false".
- B. The Cost Center field in the Job Info element must be set to required = "false".
- C. The Cost Center field in the Job Info element must be set to visibility = "none".
- D. The Cost Center HRIS element must be set to visibility = "none".

Answer: C

NO.8 Which feature integrates Employee Central data with data in the basic employee profile?

Please choose the correct answer.

Response:

- A. Data management
- B. Job to position synchronization
- C. Employee Central APIs
- D. HRIS synchronization

Answer: D

NO.9 The following table shows an extract from a customer's configuration workbook. Which of the following XML configurations meet the customer's requirements?

Pay Component

	System Field ID (Mandatory)	System Field Label	Type	Max Length	Used	Required
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

There are 2 correct answers to this question.

Response:

A. <hris-field-max-length="90" id="name" visibility="both" required="true"> <label>Name</label>
</hris-field>

B. <hris-field-max-length="32" id="externalCode" visibility="both" required="false">
<label>Code</label>
</hris-field>

C. <hris-field-max-length="128" id="status" visibility="both" required="true" pii="false">
<label>Status</label>
</hris-field>

D. <hris-field-max-length="32" id="start-date" visibility="both" required="true" pii="false">
<label>Start Date</label>
</hris-field>

Answer: AD

NO.10 Which of the following actions can you complete in the position organization chart?

There are 3 correct answers to this question.

Response:

A. View the positional hierarchy at a certain point in time.

B. Show inactive positions

C. Search by an employee's name.

D. Add a new employee

E. Add a higher-level position.

Answer: ABC

NO.11 Where do you set up concurrent employment for an employee?

Please choose the correct answer.

Response:

A. Change Job Relationships

B. Change Job and Compensation Information

C. Employment Information

D. Add Employment Details

Answer: C

NO.12 Which of the following determine how far back an employee can retro in payroll?

There are 3 correct answers to this question.

Response:

A. Employee Hiring Date

B. Earliest Retroactive Account period in the control record

C. Accounted to date in Infotype 3

D. Earliest personal retroactive accounting date in Infotype 3

E. Run Payroll up to date in Infotype 3

Answer: ABD