



C_THR81_2105^{Q&As}

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

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QUESTION 1

What must be set up in the system before managers can use the Change Job and Compensation Information feature for their direct reports? There are 2 correct answers to this question.

- A. Event reason derivation
- B. Events
- C. Event reasons
- D. Workflow configurations

Correct Answer: AD

QUESTION 2

You have been tasked with updating the Job Title of the Mechanical Engineer position record. The mechanical engineer record currently has four incumbents.

Which action will ensure that you will NOT receive the option to synchronize the change to the incumbents?

- A. Modify the record with Manage Data
- B. Modify the record with the Edir link on the position Quickcard
- C. Modify the record with Manage Position
- D. Modify the record with the Manage link on the position Quickcard

Correct Answer: B

QUESTION 3

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.

```
<hris-field max-length="256" id="custom-string5" visibility="both">
  <label>Remote Worker?</label>
  <picklist id="YESNO" />
</hris-field>
```

You access the employee file and the field is not visible. What is the most likely issue? Please choose the correct answer.

- A. The picklist syntax is incorrect
- B. The field visibility attribute is incorrect



C. The RBP permission are incorrect

D. The picklist ID is incorrect

Correct Answer: C

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

What is the correct definition for self-service? Please choose the correct answer

A. A feature that allows employees to change their own employment information in the system

B. A feature that allows employees to alert HR Managers of a necessary data change.

C. A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.

D. A feature that allows managers to initiate employee changes without HR assistance

Correct Answer: C

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