



C_THR81_2105^{Q&As}

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

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QUESTION 1

Your customer wants to allow employees to manage their own benefits. You made the required changes to the Succession data model.

Which tool in the Admin Center do you use to activate the Global Benefits tab?

Please choose the correct answer.

- A. Configure Employee Files
- B. Benefits Admin Overview
- C. Manage Employee Central Settings
- D. Manage Configuration UI

Correct Answer: A

QUESTION 2

Which reporting feature allows you to manipulate the relationships between tables in a query? Please choose the correct answer.

- A. Filter
- B. Calculated column
- C. Report distributor
- D. Advanced join editor

Correct Answer: D

QUESTION 3

You need to set up a new warning message that will appear when an employee modifies their marital status in their employee data. How would you set up this rule? There are 2 correct answers to this question

- A. Assign the rule to the appropriate field in the Succession Data Model.
- B. Assign the rule to the appropriate field in the metadata framework (MDF) object.
- C. Create a message definition under Manage Data
- D. Create a message definition under Manage Organization, Pay, and Job Structures

Correct Answer: AC

**QUESTION 4**

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 5

The following query parameters are supported in the EC compound employee API. There are 3 correct answers to this question.

- A. External Key Mapping
- B. Internal Key Mapping
- C. query Mode
- D. min Rows
- E. max Rows

Correct Answer: ACE