



C_THR81_2105^{Q&As}

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

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QUESTION 1

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

- A. Update the employee data file and use the Import Employee Data tool to import this file.
- B. Update the picklist file and use the Picklist Management tool to import the HR Representative
- C. Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.
- D. Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population

Correct Answer: AC

QUESTION 2

What reporting tools could you use to validate the job information imported for employees? There are 2 correct answers to this question

- A. List view reports
- B. Spreadsheet reports
- C. Ad hoc reports
- D. Online Report Designer

Correct Answer: CD

QUESTION 3

You have imported all employee files and find that the base pay rate for one of the employees is NOT displayed under Compensation Information. What could cause this issue? There are 3 correct answers to this question.

- A. The data from the Compensation Information Import does NOT have the same effective date as the data from the Pay Component Recurring Import.
- B. The Pay Component Recurring Import does NOT include a record for the employee.
- C. The Pay Component Recurring Import has the wrong sequence number.
- D. Pay rate information is missing from the Compensation Information Import.
- E. The Pay Component Non Recurring Import does NOT include a record for the employee.

Correct Answer: ABC

**QUESTION 4**

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 5

A customer wants the Contract Type field to be defaulted based on the selection of the Employee Classification field. Both fields are in the Job Information portlet.

You created a business rule to meet this requirement. Where do you assign the business rule in the Succession Data Model?

- A. On the Contract Type field as an on Change event
- B. On the Job Information element as an on Init event
- C. On the Employee Classification field as an on Change event
- D. On the Employee Classification field as an on Save event.

Correct Answer: B

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