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Exam : **C_THR81_2205**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Employee Central Core
1H/2022

Vendor : SAP

Version : DEMO

NO.1 What does SAP SuccessFactors recommend when you create new and custom associations between foundation objects (FO)?

- A. All new and custom associations should be built as one-to-many.
- B. All new and custom associations should be built as one-to-one.
- C. All new and custom associations should be built between an MDF FO and another MDF FO.
- D. All new and custom associations should be built between an XML FO and another XML FO.

Answer: A

NO.2 Your customer needs to set up a workflow to direct approval processes to the head of a business unit. What steps would you take to complete their requirement? Note: There are 2 correct answers to this question.

- A. Manage Organization, Pay and Job Structures > Create Dynamic Roles
- B. Manage Workflow Groups > Create Dynamic Group
- C. Manage Workflow Requests > Create Workflow Approvers
- D. Manage Organization, Pay and Job Structures > Create Workflow Configuration

Answer: A,D

NO.3 In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Workflow Requests
- B. Manage Workflow Groups
- C. Manage Permission Groups
- D. Manage Dynamic Roles

Answer: B

NO.4 Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Job Information
- C. Job Relationship Info
- D. Employment Details

Answer: B,D

NO.5 How do you align position records to reflect associations built between division and department?

- A. Create a sync job to copy data from the position record to Job Info.
- B. Create filter criteria in the position object.
- C. Create filter criteria in the position org chart.
- D. Create a sync job to copy data from Job Info to the position record.

Answer: B

NO.6 How do you configure alert recipients?

- A. Recipients are configured in Business Rules.

- B. Recipients are configured as workflow approvers.
- C. Recipients are configured in Manage Data.
- D. Recipients are configured as workflow contributors.

Answer: B

NO.7 Pay Component Recurring must always be preceded by which import file?

- A. Employment Details
- B. Pay Component Non-Recurring
- C. Compensation Information
- D. Job Information

Answer: C

NO.8 According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new language translation.
- B. Add a new event.
- C. Change the labels.
- D. Change the external_code of an event.
- E. Change the status.

Answer: A,C,E