

C-THR81-2505 Valid Test Experience - Exam C-THR81-2505 Fee



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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q75-Q80):

NEW QUESTION # 75

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. Respect Permission
- B. No Approver Behavior
- C. Edit Transaction
- D. Context

Answer: C

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 76

Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?

Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- B. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- C. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- D. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- E. Set the Position Code field as read-only in the Position Object Definition

Answer: C,D,E

Explanation:

To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:

B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:

This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.

C. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:

Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.

E. Set the Position Code field as read-only in the Position Object Definition:

Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system.

These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 77

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

Answer: A

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 78

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Follow Up Activity in Position
- B. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- C. Move Position with Supervisor on Job Information change
- D. To Be Hired Status Adaptation
- E. Automated Daily Hierarchy Adaptation

Answer: A,D,E

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 79

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will reject both workflows.
- B. The system will cancel the second workflow.
- C. The system will allow both workflows to continue.
- D. The system will cancel the first workflow.

Answer: C

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 80

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