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C\_THR81\_2211 SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2022 2

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### SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2022 Sample Questions (Q11-Q16):

#### NEW QUESTION # 11

You create a config UI based on the Uniform Request custom generic object, as shown in the screen shot. What field must have ID externalCode to display the UI in the People Profile?

- A. Shoes Size
- B. Employee
- C. Apron Size
- D. Requested Date

Answer: B

#### NEW QUESTION # 12

Which permission controls a user

- A. Job Information Actions > Edit/Insert
- B. Job Information Actions > Correct
- C. Job Information Actions > View History
- D. Edit Link > Edit/Insert

Answer: C

#### NEW QUESTION # 13

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?  
Note: There are 3 correct answers to this question.

- A. You add HRIS field Is Delegate Supported to the Corporate Data Model.
- B. You add HRIS field Is Delegate Supported to the Succession Data Model.
- C. The user sets up Auto Delegate through the Quick Links tile on their homepage.
- D. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.
- E. You configure the workflow with the Is Delegate Supported field set to Yes.

Answer: A,C,E

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

### NEW QUESTION # 81

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Addresses
- B. Job History
- C. Employment Details
- D. Job Relationships

**Answer: B,C**

Explanation:

The `&&NO_OVERWRITE&&` operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the `&&NO_OVERWRITE&&` operator.

### NEW QUESTION # 82

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- A. Manager
- B. Dynamic Group
- C. Dynamic Role
- D. Role

**Answer: C**

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

A Manager approver type refers to direct line managers, which is different from business unit heads.

Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

### NEW QUESTION # 83

How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

- A. Go to `<dg-filters>` then add cost-center
- B. Go to `<hris-field id="cost-center">` then add `filter="true"`
- C. Go to `<custom-filters>` then add cost-center
- D. Go to `<hris-element="jobinfo">` then add `dg-filter="true"`

**Answer: A,D**

### NEW QUESTION # 84

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- **B. Job Information Model**
- C. Employee Information Model
- D. Employee Information

**Answer: B**

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

C: Job Information Model

#### NEW QUESTION # 85

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hriss-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- **A. The technicalParameters column with a value of SYNC has NOT been included in the import file.**
- **B. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.**
- C. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- D. The technicalParameters value has NOT been set to SYNC in the position records.

**Answer: A,B**

Explanation:

B . The technicalParameters column with a value of SYNC has NOT been included in the import file:

When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

#### NEW QUESTION # 86

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