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SAP C_THR81_2505 Exam

SAP Certified Associate - SAP SuccessFactors Employee Central Core

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q24-Q29):

NEW QUESTION # 24

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 <hris-element="jobinfo"> then add dg-filter="true"
- D. Go to <custom-filters> then add cost-center

Answer: A,C

NEW QUESTION # 25

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 Groups

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

Answer: A

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

A . Manage Permission Groups

This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.

B . Manage Dynamic Roles

Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.

C . Manage Workflow Requests

This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

NEW QUESTION # 26

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access at the field level when creating positions
- **B. To restrict access to create lower-level positions from the Position Org Chart**
- **C. To restrict access to create positions based on the granted user's target population**
- D. To restrict access to create positions from Manage Positions

Answer: B,C

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 27

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

□

- A. Option B
- B. Option C
- **C. Option A**
- D. Option D

Answer: C

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 28

Which action in the THEN statement is used for propagation?

- A. Create
- B. Execute
- C. Set
- D. Raise

Answer: C

NEW QUESTION # 29

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