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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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Questions

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q84-Q89):

NEW QUESTION # 84

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the approvers decline the workflow
- B. When the employee initiates the workflow
- C. When the workflow is approved by all approvers
- D. When the workflow is sent back by any approver

Answer: C

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 85

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

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An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

The screenshot displays the SAP SuccessFactors Business Rules configuration interface for Scenario 2: Approvals for Self-Service. It shows a list of four IF conditions for a business rule, with the first condition selected. The conditions are:

- Condition 1 (Selected): Context.Current User is not equal to Login User() AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.
- Condition 2: Context.Current User is equal to Login User() AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.
- Condition 3: Context.Current User is equal to Login User() AND Personal Information Model.Nationality.Value is equal to Personal Information Model.Nationality.Previous Value.
- Condition 4: Context.Current User is not equal to Personal Information Model.First Name.Value AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.

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

Answer: C

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 86

Which condition must be used for the Jobinf_FTE_Comp rule?

- A. 
- B. 
- C. 
- D. 

Answer: A

NEW QUESTION # 87

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to Always True and set the THEN statement as blank.
- B. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: A

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

- * Set the IF statement to Always True: This ensures the rule is triggered every time.
- * Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 88

In which business rule scenario do you use model base objects?

Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- B. Trigger Rules to Display Internal Job History
- C. Trigger Rules for Hire/Rehire
- D. Trigger Workflows

Answer: C,D

NEW QUESTION # 89

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