

SAP.C_THR81_2411.v2025-06-18.q43

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NEW QUESTION: 1

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Saturday, the day after the sync job completes
- B. Tuesday, the day the transaction is entered
- C. Friday, when the sync job completes
- D. Thursday, when the change becomes effective

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

Which destination objects do you select for the Valid When and Composite associations?

Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Lower level object
- C. Composite association - Child object
- D. Valid When association - Higher level object

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 3

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Employment Details

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 4

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 5

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. is-target
- B. frequency
- C. pay-date
- D. pay-component-code
- E. value

Answer: C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 6

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Work Permit Information
- C. Personal Information
- D. Job Information

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 7

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 workflow is approved by all approvers
- B. When the approvers decline the workflow

- C. When the employee initiates the workflow
- D. When the workflow is sent back by any approver

Answer: (SHOW ANSWER)

NEW QUESTION: 8

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

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 9

How do you configure alert recipients?

- A. Recipients are configured within the EC Alerts business rule.
- B. Recipients are configured as workflow contributors.
- C. Recipients are configured in Manage Data.
- D. Recipients are configured as workflow approvers.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 10

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the division object definition
- B. A Valid When association in the division object definition
- C. A Composite association in the business unit object definition
- D. A Valid When association in the business unit object definition

Answer: B (LEAVE A REPLY)

Position Management

NEW QUESTION: 11

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 (LEAVE A REPLY)

NEW QUESTION: 12

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

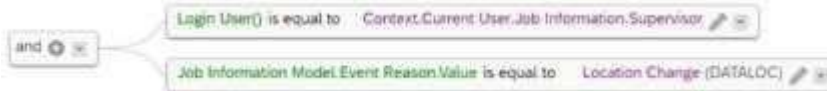



- A. onInit rules
- B. onChange rules
- C. onSave rules
- D. onView rules

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 13

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. 
- B. 
- C. 
- D. 

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 14

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 15

To which Job information field will you assign the Default_JobClass rule?

- A. Job Code
- B. Job Title
- C. Employee Class
- D. Pay Grade

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. RFC
- D. SOAP

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

What are some SAP recommended guiding principles to achieve clean core operations?

Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish release management.
- D. Establish regular housekeeping tasks and procedures.
- E. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

Answer: **A,B,E** ([LEAVE A REPLY](#))

NEW QUESTION: 18

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate MDF FO field labels
- B. To translate XML FO field labels
- C. To translate any generic object field labels in the instance

D. To translate XML and MDF FO field labels

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

Which HRIS elements share the same People Profile block?

Note: There are 2 correct answers to this question.

A. compInfo and payComponentRecurring

B. jobinfo and organizationInfo

C. personalinfo and globalinfo

D. personInfo and globalinfo

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 20

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

A. Termination

B. Transfer

C. Data change

D. Hire

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Employee Transfer Workflow (WF_Employee_Transfer)



What is the expected behavior of this workflow?

A. An approver can automatically reroute this request to another employee during vacation.

B. The alternate workflow is used when there is a future-dated record entered for the employee.

C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 22

Which rule supports the Default_JobClass requirement?

A.

B.

C.

D.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 23

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 24

How do you set the event date in Compensation information for the Jobinfo_FTE_Comp cross-entity rule?

A.

B.

Then

Set Spot Bonus Model.Employment Details Model.Job Information.Event Date to be equal to Spot Bonus Model.Spot Bonus.Employment Details.Job In

C.

Then

Set Job Information Model.Employment Details Model.Compensation Information.Event Date to be equal to Job Information Model.Event Da
The rule selects one entry from the collection "Compensation Information" where...

D.

Answer: (SHOW ANSWER)

NEW QUESTION: 25

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- B. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- C. Create a field in the Legal Entity France object in Configure Object Definition.
- D. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 26

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 27

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Data
- B. Manage User
- C. Employee View
- D. Employee Central Effective Dated Entities

Answer: (SHOW ANSWER)

NEW QUESTION: 28

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Position Management Settings > UI Customizing
- B. In Manage Business Configuration > jobInfo
- C. In Configure Object Definitions > Position
- D. In Position Management Settings > Hierarchy Adaptation

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 29

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

What are some possible causes for this data inconsistency?

Note: There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay Calendar
- B. Event reason
- C. Location
- D. Cost center
- E. Pay range

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 31

Fields in the termination screen are configured in which hris-element?

- A. Job Information
- B. Compensation Information
- C. Employment Information
- D. Personal Information

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 32

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Required
- B. Previous Value
- C. Visibility
- D. Max-length
- E. PII

Answer: (SHOW ANSWER)

NEW QUESTION: 33

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- B. Terminating an employee
- C. Adding a new employee
- D. Rehiring an inactive employee

Answer: A (LEAVE A REPLY)

NEW QUESTION: 34

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

Answer: (SHOW ANSWER)

NEW QUESTION: 35

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. Change the external_code of an event.

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

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 36

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

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 37

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self-Service? Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- B. Set the externalName field to Data Type = User.
- C. Set the externalCode field to Data Type = User.
- D. Create one configuration UI for the object.

Answer: (SHOW ANSWER)

NEW QUESTION: 38

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields? Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.
- B. Create a composite association on the new generic object to Legal Entity.
- C. Update the condition and condition values of the association.
- D. Create a new generic object.
- E. Update the field criteria of the association.

Answer: A,D,E (LEAVE A REPLY)

NEW QUESTION: 39

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Manage User
- B. Employee View
- C. Employee Central Effective Dated Entities
- D. Employee Data

Answer: D (LEAVE A REPLY)

NEW QUESTION: 40

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 41

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models?

Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <association> as part of <hris-element id="location">

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 42

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Role-Manager - Source
- B. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
- C. By selecting in Step 1: Role - Manager - Source
- D. By selecting in Step 1: Role - Self-Source

Answer: A (LEAVE A REPLY)

NEW QUESTION: 43

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A.** In the workflow, Respect Permissions was set to No for the notification line to the manager.
- B.** There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C.** The manager's approver context is set to Source
- D.** The manager has transactions pending approval permission for Personal Information.

Answer: A (LEAVE A REPLY)

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