

SAP.C_THR81_2111.v2023-08-30.q90

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NEW QUESTION: 1

Your customer reports that every employee's compa ratio, stored under Compensation Information, is incorrect. Which foundation object should you review first with the customer to verify the data? Please choose the correct answer.

- A. Pay grade
- B. Pay component group
- C. Pay component
- D. Pay range

Answer: (SHOW ANSWER)

NEW QUESTION: 2

How do you provide user access to reports? There are 2 correct answers to this question.

- A. Assign reports to dashboards.
- B. Assign reports to employees.
- C. Assign reports to work center views.
- D. Assign reports to business users.

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 3

What value do you enter in the manager field when importing employee data? Please choose the correct answer.

- A. Manager's user ID
- B. Manager's e-mail address
- C. Manager's employee ID

D. Manager's user name

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

NEW QUESTION: 4

What is Generic FoTranslation used for in Employee Central? Please choose the correct answer.

- A. To translate records for the FOs that are defined in the Corporate Data Model
- B. To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
- C. To translate any Generic Object records in the instance
- D. To translate MDF FO records

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

NEW QUESTION: 5

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.

You access the employee file and the field is not visible. What is the most likely issue?

```
<hris-field max-length="256" id="custom-string5" visibility="both">
  <label>Remote Worker?</label>
  <picklist id="YESNO" />
</hris-field>
```

Please choose the correct answer.

- A. The field visibility attribute is incorrect.
- B. The RBP permissions are incorrect
- C. The picklist ID is incorrect.
- D. The picklist syntax is incorrect

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 6

How to derive event reason for scenarios NOT configured in the rule?

- A. Provide a '9'c to define the event reason for all possible scenarios and at the end set a catch-all rule or a catch-all event reason.
- B. the end set a catch-all rule or a catch-all event reason.

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

NEW QUESTION: 7

Which import files are mandatory in order to create a new employee in SAP SuccessFactors Employee Central? There are 3 correct answers to this question.

- A. Job History
- B. Employment details
- C. Basic Import
- D. Biographical Information

E. Personal Information

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

NEW QUESTION: 8

Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet? There are 2 correct answers to this question.

- A. Edit (Pencil Icon) on the portlet
- B. Change Job and Compensation Information from the Take Action button
- C. History > Edit on the portlet
- D. History > Insert New Record on the portlet

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

NEW QUESTION: 9

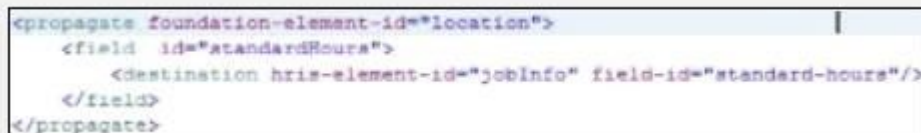
Why would you need to set up a Time Account Type? Please choose the correct answer.

- A. To enforce rules around vacation rollover
- B. To give qualifying employees jury duty leave.
- C. To set up automatic accruals
- D. To allow employees to request their own time off.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer.



```
<propagate foundation-element-id="location">
  <field id="standardHours">
    <destination hris-element-id="jobInfo" field-id="standard-hours"/>
  </field>
</propagate>
```

- A. <propagation-mapping foundation-field="location.standardHours" hris-field = "jobInfo.location" />
- B. <propagation-mapping foundation-field="location.standardHours" hris-field = "jobInfo.externalCode" />
- C. <propagation-mapping foundation-field="location.externalCode" hris-field = "jobInfo.externalCode" />
- D. <propagation-mapping foundation-field="location.externalCode" hris-field = "jobInfo.location" />

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

You have a requirement to trigger workflows when importing data for jobInfo portlet. In order to configure this in the Role-Based Permissions, you navigate to Admin Center --> Manage Permission Roles --> Permissions.

Where will you set this permission? Please choose the correct answer.

- A. User Permissions - > Employee Central Effective Dated Entities
- B. Administrator Permissions --> Employee Central Import Settings
- C. User Permissions - > Employee Central Import Entities
- D. Administrator Permissions --> Manage Workflows

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

NEW QUESTION: 12

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added translations for the foundation object (FO) records in the client system in Simplified Chinese.

In Provisioning, the setting shown in the screenshot is maintained..One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance? Note: There are 3 correct answers to this question.

Default Language:

- A. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.
- B. If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in US English.
- C. If the system finds the translation maintained in Simplified Chinese, it will show that translation.
- D. If the system does NOT find the translation in Simplified Chinese or in German, it will show an error.
- E. If the system does NOT find the translation in Simplified Chinese or in German, it will show the translation maintained in US English.

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

NEW QUESTION: 13

Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

- A. Use the pencil icon.
- B. Add a new employee.
- C. Use the Take Action menu.
- D. Insert a new record.

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

NEW QUESTION: 14

Which permission controls a user

- A. Edit Link > Edit/Insert
- B. Job Information Actions > Correct

- C. Job Information Actions > Edit/Insert
- D. Job Information Actions > View History

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Which of the following are features of picklists created in the Picklist Center? There are 2 correct answers to this question.

- A. The picklist value order is set globally
- B. Picklists are effectively dated
- C. Unused values in a picklist can be marked as OBSOLETE
- D. Picklists are used for Generic Objects

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

You remove the Cost Center HRIS element from the Corporate Data Model. What must be done in the Succession Data Model to avoid errors in the system? Please choose the correct answer.

- A. The Cost Center HRIS element must be set to required = "false".
- B. The Cost Centerfield in the Job Info element must be set to required = "false".
- C. The Cost Center HRIS element must be set to visibility = "none".
- D. The Cost Center field in the Job Info element must be set to visibility = "none".

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

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NEW QUESTION: 17

How do you align position records to reflect associations built between Division and Department?

- A. To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
- B. To translate any Generic Object records in the instance
- C. To translate records for the FOs that are defined in the Corporate Data Model
- D. To translate MDF FO records

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

Which employment objects support country-specific fields? There are 2 correct answers for this question

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

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

NEW QUESTION: 19

A customer wants to create a custom field as part of the employment data. How do you fulfill requirement?

Please choose the correct answer.

- A. 1. Create a new HRIS element and a custom field. O 2. Import the XML file using provisioning.
3. Set permissions for the new element and field using role-based permissions.
- B. 1. Create the new field in the Corporate Data Model. O 2. Import the updated XML file using provisioning.
3. Set the visibility of the field to "both" using role-based permissions.
- C. 1. Create the new field in the Succession Data Model. V O 2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.
- D. 1. Create the new field in the Succession Data Model. O 2. Import the XML file using provisioning.
3. Set the visibility attribute of the custom field in configure employee files.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

Which permission controls a user to access the Edit button in the History of the Job Information block?

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

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

NEW QUESTION: 21

What does the Report Distributor allow you to do? There are 2 correct answers to this question.

- A. To preview a report and make corrections before sending it.
- B. To create an ad-hoc query to distribute to a list of recipients.
- C. To create report bundles to be sent via e-mail in PDF format.

D. To send custom reports on a regular basis.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen.

Where in the position object do you need to attach the rule?

- A. Rules section in the Legal Entity field
- B. Initialize Rules section in the position object
- C. Save Rules section in the position object
- D. Rules section in the Position Code field

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

What is the correct definition for self-service? Please choose the correct answer.

- A. A feature that allows managers to initiate employee changes without HR assistance.
- B. A feature that allows employees to change their own employment information in the system.
- C. A feature that allows employees to alert HR Managers of a necessary data change.
- D. A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

What properties can you use in model base objects? Note: There are 2 correct answers to this question.

- A. Visibility
- B. Picklist
- C. Boolean
- D. Required

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

You need to set up a new warning message that will appear when an employee modifies their marital status in their employee data.

How would you set up this rule?

There are 2 correct answers to this question.

- A. Assign the rule to the appropriate field in the Succession Data Model.
- B. Assign the rule to the appropriate field in the metadataframework (MDF) object.
- C. Create a message definition under Manage Organization, Pay, and Job Structures.
- D. Create a message definition under Manage Data.

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

NEW QUESTION: 26

Which data type must you use when adding a field to reference Legal Entity in an MDF object?
Please choose the correct answer.

- A. Picklist
- B. Data source
- C. Generic object
- D. Foundation object

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

NEW QUESTION: 27

Which of the following are requirements to build a Company Structure Overview with multiple objects? There are 2 correct answers to this question.

- A. Objects must be MDF Objects
- B. Objects must have a Valid when' association
- C. Objects must be XML-based Foundation Objects
- D. Objects must have a 'composite' association

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

How many business rules must be created a set up a "catch all" workflow for the job information portlet?

Please choose the correct answer.

- A. 1
- B. 3
- C. 2
- D. 4

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

NEW QUESTION: 29

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?

- A. Above all onSave rules
- B. Below all onChange rules
- C. Below all onSave rules
- D. Above all onChange rules

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

NEW QUESTION: 31

With which location record can a legal entity record with an effective start date of today be associated? Note: There are 2 correct answers to this question.

- A. A location record with an effective start date of 1 month from now
- B. A location record with an effective start date of 01/01/1900
- C. A location record with an effective start date of 1 month ago
- D. A location record with an effective start date of today

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

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NEW QUESTION: 32

What are the types of Multiplicities available to configure associations? There are 2 correct answers to this question.

- A. Many to One
- B. One to One
- C. One to Many
- D. Many to Many

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

NEW QUESTION: 33

Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer.

```
<propagate foundation-element-id="location">
  <field id="standardHours">
    <destination hris-element-id="jobInfo" field-id="standard-hours"/>
  </field>
</propagate>
```

- A. <propagation-mapping foundation-field="location.externalCode" hris-field = "jobInfo.externalCode" />
- B. <propagation-mapping foundation-field="location.externalCode" hris-field = "jobInfo.location" />
- C. <propagation-mapping foundation-field="location.standardHours" hris-field = "jobInfo.location" />
- D. <propagation-mapping foundation-field="location.standardHours" hris-field = "jobInfo.externalCode" />

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

NEW QUESTION: 34

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. What steps would you take to complete their requirement? There are 2 correct answers for this question.

- A. Manage Workflow Requests > Create Workflow Approvals
- B. Manage Organization, Pay and Job Structures > Create Workflow Configuration
- C. Manage Organization, Pay and Job Structures > Create Dynamic Roles
- D. Manage Workflow Groups > Create Dynamic Group

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

NEW QUESTION: 35

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

Please choose the correct answer.

- A. Create a field in the legal entity France object in configure object definition.
- B. Create a field in the legal entity HRIS element in the CSF for corporate data model.
- C. Create a field in the legal entity HRIS element in the corporate data modal. Add field criteria to only display the field when country is France.
- D. Create a field in the legal entity object in configure object definition. Add field criteria to only display the field when country is France

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

NEW QUESTION: 36

In the UI, create a new Location for Canada

a. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field? Please choose the correct answer.

- A. Search for "Address 4" in the XML and change the requirement

- B. Delete the entire country and start over
- C. Search for "Address 4" in the XML and change the label
- D. Search for "Address 4" in the XML and change the visibility

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

NEW QUESTION: 37

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

When will the synchronization happen? Please choose the correct answer.

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

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

NEW QUESTION: 38

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- A. Set Mass Changes rule context to Yes
- B. Set Import rule context to Yes
- C. Set Import rule context to No
- D. Set Mass Changes rule context to No

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

NEW QUESTION: 39

You want to configure a business rule that will automatically propagate Job Title from the Job Classification during the new hire process. What object will you choose as the base object?

- A. Job Title
- B. Job Classification
- C. Job Information
- D. Employee Information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

What are the employment-related entities supported by the cross-entity rules?

- A. Compensation Information
- B. Job Information
- C. Pay Component Non-Recurring
- D. Employment Information
- E. Work Permit Information

- F. Personal Information
- G. Job Relationships
- H. Pay Component Recurring

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

Which hris-fields are always required for the hris-element payComponentNonRecurring in the Succession Data Model? There are 3 correct answers to this question.

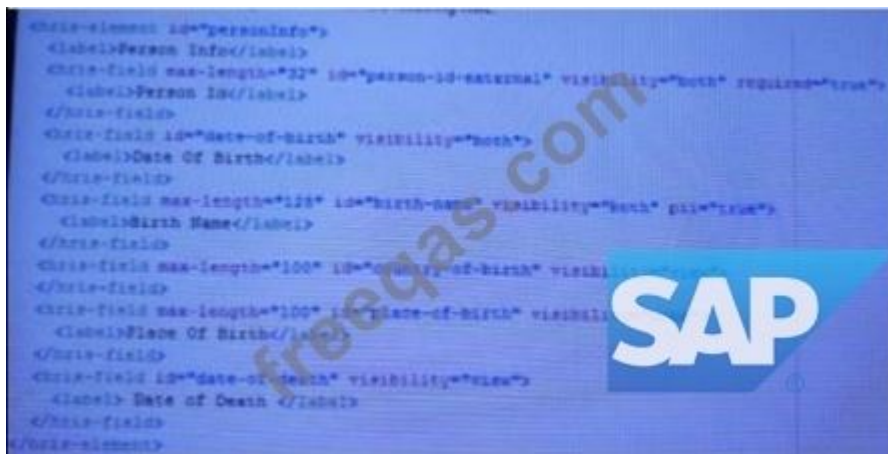
- A. paycompvalue
- B. pay-component-code
- C. value
- D. frequency
- E. pay-date

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

NEW QUESTION: 42

You configure the hris-element personInfo with the following XML. What field is masked in the portlet?

Please choose the correct answer.



```
<hris-element id="personInfo">
  <label>Person Info</label>
  <hris-field max-length="22" id="person-id-external" visibility="both" required="true">
    <label>Person ID</label>
  </hris-field>
  <hris-field id="date-of-birth" visibility="both">
    <label>Date Of Birth</label>
  </hris-field>
  <hris-field max-length="128" id="birth-name" visibility="both" pii="true">
    <label>Birth Name</label>
  </hris-field>
  <hris-field max-length="100" id="date-of-death" visibility="view">
    </hris-field>
  <hris-field max-length="100" id="place-of-birth" visibility="view">
    <label>Place Of Birth</label>
  </hris-field>
  <hris-field id="date-of-death" visibility="view">
    <label>Date of Death</label>
  </hris-field>
</hris-element>
```

- A. Birth Name
- B. Date of Death
- C. Person Id
- D. Place of Birth

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

NEW QUESTION: 43

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

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

D. Job Information

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

NEW QUESTION: 44

Your customer completed a Job Information portlet import. They realized that a field value was NOT correct for all employees. How can they fix this issue?

Please choose the correct answer.

- A. Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.
- B. Use the Import Employee data tool and select the Full Purge mode to perform a partial import.
- C. Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.
- D. Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 45

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

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

NEW QUESTION: 46

How do you set the current and future managers of an employee as approvers in a workflow?

Note: There are 2 correct answers to this question.

- A. For future manager, set Context: Source
- B. For future manager, set Context: Target
- C. For current manager, set Context: Target
- D. For current manager, set Context: Source

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 47

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

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

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

NEW QUESTION: 48

You are translating the Job Title field of the "Engineer" Job Classification so that users in different countries can see the Job Title in their own language.

Where do you add the translations? Please choose the correct answer.

- A. In the Manage Organization, Pay and Job Structures tool
- B. In the Configure Object Definitions tool
- C. In the Manage Data tool
- D. In the Corporate Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 49

How do you set the current and future managers of an employee as approvers in a workflow?

Note:

There are 2 correct answers to this question.

- A. For future manager, set Context: Source
- B. For future manager, set Context: Target
- C. For current manager, set Context: Source
- D. For current manager, set Context: Target

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

NEW QUESTION: 50

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onInit; Base Object: Standard Hours
- B. Event Type: onEdit; Base Object: Employee Information
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onSave; Base Object: Legal Entity

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

NEW QUESTION: 51

What tags are supported in Alert Messages? Note: There are 2 correct answers to this question.

- A. [[SUBJECT_USER]]
- B. [[HRIS_ELEMENT]]
- C. [[RECIPIENT_NAME]]
- D. [[EVENT_REASON]]

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

NEW QUESTION: 52

Which of the following blocks allow you to use business rules for triggering event reason derivation?

Note: There are 2 correct answers to this question.

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

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

NEW QUESTION: 53

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- A. Set Mass Changes rule context to Yes.
- B. Set Import rule context to No.
- C. Set Mass Changes rule context to No.
- D. Set Import rule context to Yes.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

Which Admin Center tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects? Note: There are 3 correct answers to this question.

- A. Import/Export Corporate Data Model
- B. Configure Object Definitions
- C. Manage Organization, Pay and Job Structures
- D. Manage Business Configuration
- E. Import/Export Country/Region-Specific Corporate Data Model

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

NEW QUESTION: 55

According to SAP guidelines, what can you do in the Event picklist when configuring events and event reasons? There are 3 correct answers to this question.

- A. Change the labels

- B. Change the external code of an event
- C. Change the status
- D. Add a new event
- E. Add a new language translation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

The Escalation shown below is configured in your client's instance. This Escalation is referenced in the Job Change Workflow. The Job Change Workflow is triggered for an employee and the workflow has stalled.

In what scenario will the Human Resources manager receive an escalation notification if the Manager does not take action after 2 days? Please choose the correct answer.



The screenshot shows the SAP Escalation configuration for 'OrgChange Escalation'. It displays a table with the following data:

stepNumber	escalationRouteFrom	targetValue	escalationAfterDays
1	Current Approver	Manager	2
2	Original Approver	Manager Manager	3
3	Subject Employee	HR	5

- A. The Manager's Manager declines the escalation
- B. The Manager revokes the escalation
- C. The Manager's Manager does not take any action for the next 3 days
- D. The Manager's Manager does not take any action for the next 1 day

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

NEW QUESTION: 57

What happens when you select private data for Proxy Account Holder in Proxy Management?

- A. The proxy does NOT have access to potentially sensitive information
- B. The proxy has access to private information for which the account holder has permission
- C. The proxy can edit the private information of the account holder
- D. The proxy can open, view, edit or send any item for which the account holder has permission

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

NEW QUESTION: 58

In the UI, create a new Location for Canada. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field? Please choose the correct answer.

- A. Search for "Address 4" in the XML and change the visibility
- B. Search for "Address 4" in the XML and change the label
- C. Search for "Address 4" in the XML and change the requirement
- D. Delete the entire country and start over

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 59

How many business rules must be created a set up a "catch all" workflow for the job information portlet? Please choose the correct answer.

- A. 4
- B. 1
- C. 2
- D. 3

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 60

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 61

In the CSF Corporate Data Model, what is always set as REQUIRED?

- A. Country
- B. Address
- C. City
- D. Location

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

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NEW QUESTION: 62

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

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

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

NEW QUESTION: 63

Which of the following associations is a one-to-one association? Note: There are 2 correct answers to this question.

- A. Location to Geozone
- B. Location to Legal Entity
- C. Pay Range to Legal Entity
- D. Department to Division

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

NEW QUESTION: 64

Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms. Which section of the Succession Data Model must you configure to meet this requirement? Please choose the correct answer.

- A. <standard-element>
- B. <hris-element>
- C. <background-element>
- D. <hris-sync-mappings>

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

NEW QUESTION: 65

What type of association would you build if you wanted one cost center to have many job classifications? Please choose the correct answer.

- A. XML association
- B. Join by column association
- C. Valid when association
- D. Composite association

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 66

Which of the below define the rules for period-end processing? There are 3 correct answers to this question.

- A. At the end of the period, all balances are set to 1.

- B. At the end of the period, all balances are set to 1.
- C. The remaining balance is carried forward, but only up to a certain limit.
- D. Any remaining balance is carried forward from the old account to the new one.
- E. At the end of the period, all balances are set to 0.

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

NEW QUESTION: 67

Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms. Which section of the Succession Data Model must you configure to meet this requirement?

- A. <hris-sync-mappings>
- B. <background-element>
- C. <standard-element>
- D. <hris-element>

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

NEW QUESTION: 68

A customer wants the Contract Type field to be defaulted based on the selection of the Employee Classification field. Both fields are in the Job Information portlet. You created a business rule to meet this requirement.

Where do you assign the business rule in the Succession Data Model? Please choose the correct answer.

- A. On the Employee Classification field as an onChange event.
- B. On the Job Information element as an onInit event.
- C. On the Employee Classification field as an onSave event.
- D. On the Contract Type field as an onChange event.

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

NEW QUESTION: 69

A customer wants to create a custom field as part of the employment data. How do you fulfill requirement? Please choose the correct answer.

- A. 1. Create the new field in the Succession Data Model. V O 2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.
- B. 1. Create the new field in the Succession Data Model. O 2. Import the XML file using provisioning.
3. Set the visibility attribute of the custom field in configure employee files.
- C. 1. Create a new HRIS element and a custom field. O 2. Import the XML file using provisioning.
3. Set permissions for the new element and field using role-based permissions.

- D.** 1. Create the new field in the Corporate Data Model. O 2. Import the updated XML file using provisioning.
3. Set the visibility of the field to "both" using role-based permissions.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 70

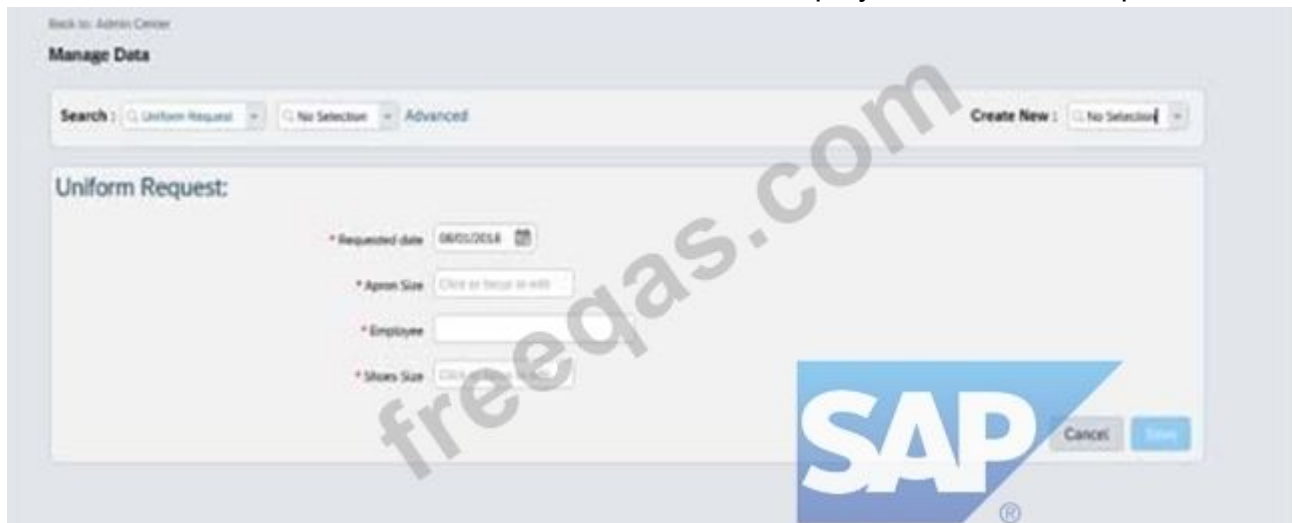
During the initial testing in an implementation, you need to create 8 Cost Center Foundation Object records. What tools can you use to create the records? There are 3 correct answers to this question.

- A.** Import Foundation Objects
- B.** Configure Object Definitions
- C.** Manage Organization, Pay and Structures
- D.** Import and Export Data
- E.** Manage Data

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

NEW QUESTION: 71

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

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

NEW QUESTION: 72

A customer needs a generic (MDF) object to track employee membership to external organizations. For this purpose, you are creating the following fields:

- 1. Employee Name (Selected from the list of active employees)
- 2. Department (Selected from the existing departments in the company)

3. Organization Name

4. Membership Date

Which data types does SAP SuccessFactors recommend for these fields? Please choose the correct answer.

A. 1. User

2. Generic Object

3. String

4. Date

B. 1. User

2. Picklist

3. String

4. Date

C. 1. Data Source

2. Picklist

3. String

4. Date

D. 1. User

2. Foundation Object

3. Picklist

4. Date

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

NEW QUESTION: 73

Your client is livewith the 'Employee Transfer' process in the Production instance. The workflow, as shown in the screen shot, is triggered when transfer of an employee is initiated.

What is the expected behavior of this workflow? There are 2 correct answers to this question.



A. WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.

B. An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation

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

D. The initiator of 'Employee Transfer process is given an option to choose 'New Hire Workflow' as an alternate workflow to WF_Employee_Transfer

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 74

Which item is not part of the Home Page? Please choose the correct answer.

- A. My Admin Favorites
- B. To Do
- C. My Info
- D. My Employee Files

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

NEW QUESTION: 75

How do the Talent Approval group and Finance Controller participate in the workflow illustrated in the attached screen shot? Please choose the correct answer.

The screenshot shows the SAP Workflow Contributor configuration interface. It is divided into two main sections: 'Workflow Contributor' and 'CC Role'. In the 'Workflow Contributor' section, the 'Contributor Type' dropdown is set to 'Dynamic Group', and the 'No Selection' dropdown is also visible. In the 'CC Role' section, the 'CC Role Type' dropdown is set to 'Dynamic Role', and the 'CC Role' dropdown is set to 'Finance Controller (FIN-CONT)'. A large SAP logo is overlaid on the right side of the screen, and a watermark 'freeqas.com' is visible across the center.

- A. - Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification when the workflow is completed.
- B. - Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification after each approval step.
- C. - Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification after each approval step.
- D. - Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification when the workflow is completed.

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

NEW QUESTION: 76

What can you do when creating the config UI for the generic object? Note: There are 3 correct answers to this question.

- A. Move fields to different positions.
- B. Remove a field.

- C. Add a new field.
- D. Add a picklist to a field.
- E. Change the data type for a field.

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 77

How do you configure alert recipients?

- A. Recipients are configured as workflow contributors.
- B. Recipients are configured in Manage Data.
- C. Recipients are configured as workflow approvers.
- D. Recipients are configured in Business Rules.

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

NEW QUESTION: 78

Which pages support onInit business rules? Note: There are 2 correct answers to this question.

- A. Personal Information Edit page
- B. Job Information History page
- C. Add New Employee wizard
- D. Manage Organization, Pay and Job Structures

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

NEW QUESTION: 79

During the initial testing in an implementation, you need to create 8 Cost Center Foundation Object records. What tools can you use to create the records? There are 3 correct answers to this question.

- A. Manage Organization, Pay and Structures
- B. Manage Data
- C. Import and Export Data
- D. Import Foundation Objects
- E. Configure Object Definitions

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 80

What tags are supported in Alert Messages? Note: There are 2 correct answers to this question.

- A. [[RECIPIENT_NAME]]
- B. [[HRIS_ELEMENT]]
- C. [[EVENT_REASON]]
- D. [[SUBJECTJJSER]]

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 81

When using Import Employee Data, what must you include in your import file for Employee Central data?

- A. Business key fields
- B. All fields for the object
- C. User ID field
- D. Person ID field

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

NEW QUESTION: 82

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 allow both workflows to continue.
- C. The workflow triggered by the second transaction will override the request of the first transaction.
- D. The workflow triggered by the first transaction will override the request of the second transaction.

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

NEW QUESTION: 83

An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee's transfer workflow. The future manager can update the transaction. What do you need to configure? Please choose the correct answer.

- A. Approver Role =
Employee Manager
Edit Transaction = Edit with Route Change
Context = Source
- B. Approver Type = Dynamic Group
Approver Role = Employee Manager
Edit Transaction = No Edit

- A.** In the Corporate Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
- B.** In the Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
- C.** Create the escalation path using the Manage Data tool.
- D.** Create the escalation path using the Manage Organization, Pay and Job Structures tool.

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

NEW QUESTION: 87

With which location record can a legal entity record with an effective start date of today be associated?

Note: There are 2 correct answers to this question.

- A.** A location record with an effective start date of 1 month ago
- B.** A location record with an effective start date of 1 month from now
- C.** A location record with an effective start date of today
- D.** A location record with an effective start date of 01/01/1900

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

NEW QUESTION: 88

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

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

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

NEW QUESTION: 89

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

- A.** HRIS PropagationXML file
- B.** Configure Object Definition
- C.** Manage Data
- D.** Corporate Data Model

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

NEW QUESTION: 90

How is a country-specific field created for MDF foundation objects? Please choose the correct answer.

- A. As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object
- B. As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object
- C. As a generic object with a valid when association to the MDF foundation object
- D. As a generic object with a composite association to the MDF foundation object

Answer: B (LEAVE A REPLY)

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