

What happens when you select private data for Proxy Account Holder in Proxy Management? Please choose the correct answer.

Response:

The proxy does NOT have access to potentially sensitive information

The proxy has access to private information for which the account holder has permission account holder has permission

The proxy can edit the private information of the account holder

The proxy can open, view, edit or send any item for which the account holder has permission

The proxy has access to private information for which the account holder has permission

What is a Foundation Table? Please choose the correct answer.

Response:

A table for effective dating

A table to capture a company's organization, pay, and job structures

structures

A table for employee information

Propagation

A table to capture a company's organization, pay, and job structures

In the context of Employee Central, what is the function of a Propagation Rule? Please choose the correct answer. Response:

To configure time-off policies

To manage payroll integration

To automate the updating of dependent fields

To set up employee benefits

To define organizational structures

To automate the updating of dependent fields

Which of the following is NOT a standard component of workflow configurations in SAP SuccessFactors?Please



choose the correct answer.

Response:

Validator

Initiator

Notifier

Approver

Validator

Scenario: A company is expanding globally and needs to update its SuccessFactors system to accommodate different employment laws. Which Data Model Reference Guide features should they focus on to ensure compliance? There are 3 correct answers to this question. Response:

Implementation of country-specific data validation rules. Customization of data fields to align with local regulations.

Utilization of standardized global data models.
Flexible reporting capabilities for regulatory compliance.
Automatic updating of legal changes in different countries

Implementation of country-specific data validation rules. Customization of data fields to align with local regulations.

Automatic updating of legal changes in different countries.

Scenario: A large organization implemented automated rules for time-off requests in SuccessFactors. However, managers report inconsistencies in how requests are being processed. What could be the reasons for these issues? There are 3 correct answers to this question. Response:

Inconsistent application of rules across different departments.

Inaccurate configuration of the time-off rules. Lack of integration with the organization's calendar system.

Employees not understanding how to use the self-service

Inconsistent application of rules across different departments.

Inaccurate configuration of the time-off rules.

Overlapping rules causing conflicts in processing requests.

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portal. Overlapping rules causing conflicts in processing requests.	
In SAP SuccessFactors, which feature ensures that employee data is consistent and free from errors?Please choose the correct answer. Response: Data Validation Rules Employee Data Monitor Data Consistency Scanner Data Import Wizard	Data Validation Rules
How are Country Specific Fields created for MDF Foundation Objects? Please choose the correct answer. Response: As a Generic object with a "composite" association to the MDF Foundation Object As a hris-element in the Corporate Data Model with a "composite" association to the MDF Foundation Object As a Generic object with a "valid when" association to the MDF Foundation Object As a hris-element in the CSF for Corporate Data Model with a "valid when" association to the MDF Foundation Object	As a hris-element in the CSF for Corporate Data Model with a "valid when" association to the MDF Foundation Object
Scenario: An organization wants to track external training programs that employees attend. Which approach using generic objects would be most suitable? Please choose the correct answer. Response: Create a generic object for external training programs	Create a generic object for external training programs

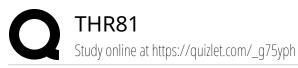
Integrate with an external training database

Manually input external training data into employee pro-

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files Use the standard Learning module	
What is the maximum period you can set for a rule trace?Please choose the correct answer. Response: 7 days 5 days 3 days 2 days	2
When creating HR transaction rules in SAP SuccessFactors, which tool is primarily used?Please choose the correct answer. Response: Rule Editor Workflow Designer Transaction Monitor Rule Builder	Rule Editor
What rule type allows you to validate field values in metadata framework (MDF) objects?Please choose the correct answer. Response: saveRules validateRules initializeRules deleteRules	saveRules
Which Payroll Control Center user interface is used to add a new team administrator to a process? Please choose the correct answer. Response: My Processes	Manage Processes

THR81 Study online at https://quizlet.com/_g75yph My Alerts	
Manage Processes Manage Policies	
Which of the following is NOT a standard step type in SAP SuccessFactors workflow configuration? Please choose the correct answer. Response: Validation Approval Notification Escalation	Validation
To map the Foundation Table: Legal Entity to the HR Data: Legal Entity, you would use:Please choose the correct answer. Response: <pre> <pre> <pre></pre></pre></pre>	<pre><propagation-mapping foundation-field="company.ex- ternalCode" hris-field="jobInfo.company"></propagation-mapping></pre>
Which actions can you perform with the Import and Export Data tool?There are 2 correct answers to this question. Response: Employee Export Download Template Import Template	Download Template Import Config

Import Config



Which section in permissions would you navigate to provide access to the "My Processes" user interface?Please choose the correct answer

Response:

Payroll System Assignment

Payroll Control Center Configuration

General User Permission

SAP System Configuration

Payroll Control Center Configuration

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.

Response:

Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.

Use the Import Employee data tool and select the Full Purge mode to perform a partial import.

Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.

Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.

Which of the following fields describes best when you need to define the rule for accrual creation by defining the logic for creating timeAccountDetails?There are 3 correct answers to this question.

Response:

A fixed posting date.

Amount posted

A posting type with entitlement from the enum list

A unique external code

Posting unit

Amount posted
A unique external code
Posting Unit



During 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.

Response:

Import Foundation Objects
Import and Export Data
Manage Organization, Pay and Job Structures
Manage Data
Configure Object Definition

Import and Export Data Manage Data Configure Object Definition

How would you create a workflow rule to trigger a rule when a promotion occurs? Please choose the correct answer.

Response:

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event-reason" value="8" compareToNew="false"/> </and> </conditions> </rule>

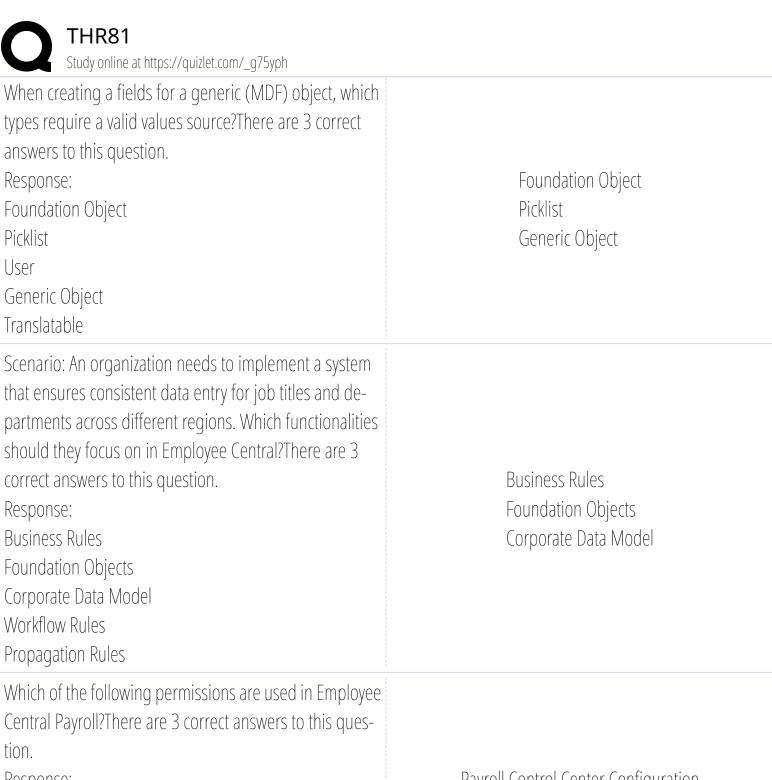
<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/> </and> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <or> <equal id="jobInfo.employment-type" inverse="false"/> <equal id="jobInfo.event-reason" value="8" compareToNew="true"/> </or> </conditions> </rule>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.employment-type" value="20" compareToNew="false"/>

<rule id="rule-75"> <trueoutput>PROMOTION</trueoutput> <conditions> <and> <equal id="jobInfo.event" value="8" compareToNew="true"/> </and> </conditions> </rule>

Foundation Objects Global Job Information Position Management
Configure generic object definition Configure business rules
Picklist Center



Response:

Payroll Control Center Configuration

General User Permission

Payroll System Assignment

Employee Data

SAP System Configuration

Payroll Control Center Configuration Payroll System Assignment SAP System configuration

Your customer wants to create an association with the requirement 'One division can belong to many business

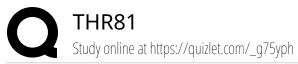
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units'. What association do you need to build?Please choose the correct answer. Response: A composite association in the Business Unit object definition A composite association in the Division object definition A valid when association in the Business Unit object definition A valid when association in the Division object definition	A valid when association in the Division object definition
What of the following information would be updated by an employee using Employee Self-Service? There are 2 correct answers to this question. Response: Address Information Payment Information Pay Component Information Job Information	Address Information Payment Information
How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten? Please choose the correct answer. Response: Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank. Set the IF statement to Always True and set the THEN statement as blank. Set the IF statement to check if the event reason value is	Set the IF statement to check if the event reason value is NOT NULL and the THEN statement as blank

Which of the following actions can be triggered by a workflow rule? There are 3 correct answers to this question.

blank and set the THEN statement to NULL.

Response: Create a custom field Update a field Send an e-mail Create a notification Generate an activity	Update a field Send an e-mail Create a notification
If a foundation object has been converted to MDF, what tool do you use to modify the structure of the object? Please choose the correct answer. Response: Configure Business Rules Configure Object Definition Manage Organization, Pay and Job Structures Manage Data	Configure Object Definition
Fields in the termination screen are configured in which object?Please choose the correct answer. Response: Personal Information Job Information Employment Information Compensation Information	Employment Information
Scenario: An organization is integrating SAP SuccessFactors with an external payroll system. They want to ensure that employee data is synchronized between the two systems. Which tool in SAP SuccessFactors facilitates this?Please choose the correct answer.	Data Replication Monitor

Response: Payroll Sync Tool Integration Center Employee Data Connector Data Replication Monitor



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Where can you configure an event handler for a query in the UI Designer?Please choose the correct answer. Response: Controller Data Model Designer Toolbox	Controller
Scenario: An organization wants to set up a workflow that sends a notification to the HR department whenever an employee's address changes. Which tool in SAP Success-Factors can achieve this?Please choose the correct answer. Response: Employee Central Workflow Configuration Address Change Notifier Data Change Monitor HR Notification Builder	Employee Central Workflow Configuration
Your customer wants to set the default value of the "Is Full Time" field to "Yes" during the new hire process. What would be the base object of this rule? Please choose the correct answer. Response: Employee Information Personal Information Job Information Employment Details	Employee Information
In the context of Event Reason Derivation in SuccessFactors Employee Central, which of the following are true	

swers to this question.

about configuring event reasons? There are 3 correct an-

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Respons	e:
Event rea	asons can be associated with speci
Custom	event reasons can be created but ca

ific workflows. annot be deleted.

Event reasons can be linked to specific employee status changes.

Event reasons are automatically derived from employment data changes.

Event reasons are global and apply to all employees regardless of location.

Event reasons can be associated with specific workflows. Event reasons can be linked to specific employee status changes.

Event reasons are automatically derived from employment data changes.

What distinguishes a one-to-many association from a one-to-one association in the user interface? There are 2 correct answers to this question.

Response:

A one-to-many association displays as a separate section A one-to-many association displays as a separate section in the foundation record

A one-to-many association displays as a field in the foun- A one-to-one association displays as a field in the foundadation record.

A one-to-one association displays as a separate section in the foundation record

A one-to-one association displays as a field in the foundation record

in the foundation record

tion record

Which link in the Set User Permissions section of Admin Tools is granted automatically to Admins created in Provisioning?Please choose the correct answer.

Response:

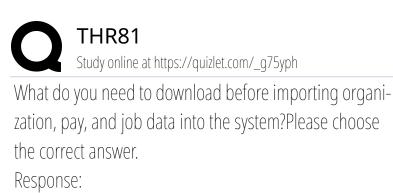
Manage Permission Roles

Manage Permission Groups

View User Permission

Manage Role-Based Permission Access

Manage Role-Based Permission Access



zation, pay, and job data into the system?Please choose

A CSV template containing all objects from the Manage Organization, Pay and Job Structures tool

A CSV template containing all objects from the Import Foundation Data tool

A blank CSV template for each object from the Import Foundation Data tool

A blank CSV template for each object from the Manage Organization, Pay and Job Structures tool

A blank CSV template for each object from the Import Foundation Data tool

Which field would commonly be included in a position record that would NOT be included in a job classification record?Please choose the correct answers

Response:

Pay Grade

Division

Business Unit

lob Title

Pay Grade

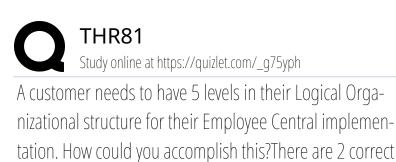
Only the HR department in Germany should be able to access German employee data. However, the HR departments in other countries can currently access the German employee data.

What are the possible reasons for this issue? There are 2 correct answers to this question.

Response:

The Target Population is configured incorrectly. The Permission Group is configured incorrectly. The HR field for the German employees is incorrect. The field permissions for Germany are incorrect.

The Target Population is configured incorrectly The Permission Group is configured incorrectly



tation. How could you accomplish this answers to this question.

Response:

Create a new object to represent the 5th level in the Metadata Framework.

Repurpose an object to represent the 5th level in the Corporate Data Model.

Create a custom field that would reference the 5th level in the Succession Data Model.

Repurpose the legal entity object to represent the 5th level in the Metadata Framework.

Create a new object to represent the 5th level in the Metadata Framework

Create a custom field that would reference the 5th level in the Succession Data Model

Where do you create a new Event Reason? Please choose the correct answer.

Response:

In the Event Reason Rules Derivation data model
In the Configure Business Rules tool
In the Manage Organization, Pay and Job Structures tool
In the Manage Templates tool

In the Manage Organization, Pay and Job Structures tool

Which tool would you use to set the payroll system for a user?Please choose the correct answer.

Response:

Payroll System Assignment

General User Permission

Payroll Control Center Configuration

SAP System Configuration

Payroll System Assignment

The Event Reason Derivation Business Rule scenario supports creating which type of business rule? Please choose the correct answer.

Response:



tion.

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OnChange OnPostSave OnEdit OnSave	OnSave
A company using SuccessFactors has recently expanded its operations to multiple countries. They need to update their employee data model to include country-specific legal requirements. What features of the SuccessFactors Data Model should they focus on?There are 2 correct answers to this question. Response: Automated country-specific data validation rules. Integration with country-specific regulatory databases. Customization of data fields for specific country requirements. Language translation capabilities for data fields.	Automated country-specific data validation rules Customization of data fields for specific country require- ments
How do you create Country/Region specific fields (CSF) for a country that does not have pre-delivered CSF fields?There are 3 correct answers to this question. Response: Update the condition and condition values of the association. Create a composite association to the new generic object on Legal Entity. Create a composite association on the new generic object to Legal Entity. Update the field criteria of the association. Create a new generic object.	Update the condition and condition values of the association Create a composite association to the new generic object on Legal Entity Create a new generic object
Which Foundation Objects are configured in the Corporate Data Model?There are 3 correct answers to this ques-	

Response:

Is Full Time Employee

Work Schedule

Standard Hours

Holiday Calendar

Work Schedule Holiday Calendar

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

Response:

Objects must be XML-based Foundation Objects Objects must have a 'valid when' association Objects must have a 'composite' association Objects must be MDF Objects

Objects must have a 'valid when' association Objects must be MDF Objects

In your implementation project, the client requires that the Pay Grade field in the Job Information block be automatically filled after the Job Classification field value is keyed in for an employee.

What are the steps to achieve this? There are 2 correct answers to this question.

Response:

Create a business rule with Job Information as the base object.

Create a business rule with Job Information as the base object

THR81 Study online at https://quizlet.com/_g75yph Add an onChange rule trigger to the job-code HRIS field in the Manage Business Configuration. Create a business rule with Job Classification as the base object. Add an onSave rule trigger to the jobInfo HRIS element in the Manage Business Configuration.	Add an onChange rule trigger to the job0code HRIS field in the Manage Business Configuration
When modifying the SuccessFactors Data Model, what are critical elements to ensure effective data management? There are 3 correct answers to this question. Response: Regularly updating the data model to reflect organizational changes. Maintaining data security and privacy standards. Ensuring compatibility with third-party systems. Customizing data fields for specific business needs. Implementing automated data validation rules.	Regularly updating the data model to reflect organizational changes Maintaining data security and privacy standards Customizing data fields for specific business needs
How can an organization customize the list of available event reasons in SAP SuccessFactors?Please choose the correct answer. Response: Submit a request to SAP support Modify the system's core code Integrate with an external event tracking system Use the Event Reason Configuration tool	Use the Event Reason Configuration tool
Your customer requires a new custom MDF foundation object (MDF FO) linked to legal entities to build their organization structure. What are possible steps?There are 2 correct answers to this question.	

Response:

Job Structures tool.

Create records using the Manage Organization, Pay and

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Import the records using the Import and Export Data tool. Define a custom object using the Configure Object Definitions tool. Define the association to the legal entity with the Corporate data model.	Import the records using the Import and Export Data tool Define a custom object using the Configure Object Defin- itions tool
Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path? There are 2 correct answers to this question. Response: In the Succession Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig Create the escalation path using the Manage Data tool Create the escalation path using the Manage Organization, Pay and Job Structures tool In the Corporate Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig	Create the escalation path using the Manage Data tool In the Corporate Data Model, confirm that the hris-field escalation is enabled for the hris-element wfConfig
Where can you apply rule contexts? There are 2 correct answers to this question. Response: onInit rules onChange rules onSave rules	onChange rules onSave rules

In SAP SuccessFactors, how can you ensure that specific event reasons are available only during specific times of the year, such as during the annual review period?Please choose the correct answer.

Response:

onView rules

Set up a rule condition based on the system date

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Manually activate and deactivate event reasons as needed Use the "Time-Based Availability" setting in the event reason configuration Use the "Event Reason Scheduler" feature	Use the "Time-Based Availability" setting in the event reason configuration
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. Response: HRIS Propagation XML file Configure Object Definition Corporate Data Model Manage Data	HRIS Propagation XML file
A customer requests a report with the full name of each employee and the total target compensation. The total target compensation is composed of salary and target bonus information. How do you provide the requested information? Please choose the correct answer. Response: 1. Create a new query using the Detailed Reporting tool. 2. Include the Full Name and Total Target Compensation fields. 1. Create a new query using the Online Report Designer. 2. Include the Full Name and Total Target Compensation fields.	 Create a new query using the Detailed Reporting tool. Add a calculated column for the full name and another for the total target compensation.

Create a new query using the Online Report Designer.
 Add a filter for the full name and another for the total

target compensation.

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 Create a new query using the Detailed Reporting tool. Add a calculated column for the full name and another for the total target compensation. 	
What country-specific field is maintained in the CSF for Corporate Data model?Please choose the correct answer. Response: Corporate Address Legal Entity Local Job Classification Local Global Information	Corporate Address
What reporting tools could you use to validate the job information imported for employees? There are 2 correct answers to this question. Response: Spreadsheet reports Ad hoc reports Online Report Designer List view reports	Ad hoc reports Online Report Designer
Which element in Employee Central is essential for defining the structure of positions within the organization? Please choose the correct answer. Response: Foundation Objects Job Classification Business Rules Propagation Data Model Corporate Data Model	Job classification
What properties are available when using model base objects in business rules?There are 3 correct answers to this question.	

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Response: Visibility Pii Required Previous Value Max-length	Visibility Required Previous Value
What base object would you use in a business rule that triggers a workflow when an employee transfer occurs?Please choose the correct answer. Response: Job Information Job Information Model Employee Information Model Employee Information	Job Information Model
Which of the following is NOT a standard notification type in SAP SuccessFactors workflow configuration?Please choose the correct answer. Response: Approval Required Notification	System Downtime Alert

System Downtime Alert

Workflow Completion Notification

Pending Task Reminder

How do you add a new rule type to be used in the Rules Engine?Please choose the correct answer.

Response:

Use the Configure Object Definitions tool to add a rule type as a new object definition.

Use the Configure Business Rules tool to create a new rule type.

Use the Manage Data tool to create a new rule type.

Use the Configure Object Definitions tool to add a rule type as a new object definition

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Use the Configure Object Definitions tool to insert a new value in the rule type picklist.	
When importing an employee data file, what happens if you leave fields of a template blank and attempt to full purge? Please choose the correct answer. Response: Missing fields are added with blank values All data will be erased for those fields The system gives you an error message. Missing fields will get default values	All data will be erased for those fields
Which sections are available to an employee in the Global Benefits Employee Benefits screen? There are 3 correct answers to this question. Response: Spot Bonus Payslip Reimbursements and Allowances Claims and Enrollments Pension Plans	Reimbursements and Allowances Claims and Enrollments Pension Plans
What is the purpose of the Fine Tuning activity during business configuration? Please choose the correct answer. Response: To apply scoping changes to implement modules within SAP Cloud for Customer To adjust the list of values for all standard and custom fields based on the scoping decisions To check and adjust the predefined settings to meet customer requirements To adjust the access rights for business users in the system	To check and adjust the predefined settings to meet customer requirements

Which employment objects support a country-specific field configuration? There are 2 correct answers for this question Response: Pay Component Recurring Job Relationship Info Job Information Employment Details	Job Information Employment Details
How does SAP recommend that you edit a Succession Data Model? Please choose the correct answer Response: 1. Export the Succession Data Model.2. Make your updates.3. Import the model into the instance. 1. Open the latest version of your saved Succession Data Model.2. Make your updates.3. Import the model into provisioning. 1. Open the latest version of your saved Succession Data Model.2. Make your updates.3. Import the model into the instance. 1. Export the Succession Data Model.2. Make your updates.3. Import the model into provisioning.	1. Export the Succession Data Model.2. Make your up- dates.3. Import the model into provisioning.
Which tools can you use to create super administrator? There are 2 correct answers to this question. Response: Provisioning company settings Company Info Manage permission roles Manage Role based permission access	Provisioning company settings Manage Role based permission access

What happens when you report a newly hired employee as a no-show?Please choose the correct answer.
Response:

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The job Information record is deleted. A new Job information record is created to deactivate the employee. The employee is moved back to Manage Pending Hire. The employee is deactivated in the system after 30 days from hire date.	A new Job information record is created to deactivate the employee
Which objects are supported in cross-entity business rules? There are 2 correct answers to this question. Response: Job Information Work Permit Information Personal Information Pay Component Recurring	Job Information Pay Component Recurring
In SAP SuccessFactors, how can an organization ensure that a specific business rule is applied only to employees in a specific location?Please choose the correct answer. Response: Set up a rule condition based on the employee's location field	Set up a rule condition based on the employee's location field

Use the "Location-Based Execution" feature Use the "Rule Location Filter" setting Manually select employees for each rule based on location

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? There are 3 correct answers to this question. Response:

A user can have multiple User-IDs.

Once generated, you CANNOT change a User-ID.

Once generated, you CANNOT change a Person-id External.

A user can have multiple User-IDs Once generated, you CANNOT change a User-ID A user can have only one Person-id External

A user can have only one Person-id External. A user can have only one User-ID.	
When implementing Employee Central Core, which of the ollowing are critical considerations for successful deployment? There are 3 correct answers to this question. Response: training end-users on system functionalities. Integrating with financial systems for payroll processing. Insuring data consistency with legacy HR systems. Defining clear workflows for HR processes. Sustomizing the user interface to match company branding.	Training end-users on system functionalities Ensuring data consistency with legacy HR systems Defining clear workflows for HR processes
Which pages support onInit business rules?There are 2 correct answers to this question. Response: Personal Information Edit Page Add New Employee Wizard ob Information History Page Manage Organization, Pay and Job Structures	Add New Employee Wizard Manage Organization, Pay, and Job Structures
Where can you create new positions? There are 3 correct inswers to this question. Response: In Manage Positions In the Position org chart In the Manage Organization, pay and job structures tool In The Company Settings Section In the Manage Data Tool In the Position Management Settings	In Manage Positions In the Position org chart In the Manage Data Tool
Vhich methods of modifying employee data trigger event eason derivation?There are 2 correct answers for this	

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question Response: Insert a new record Use the pencil icon Add a new employee Use the Take Action menu	Use the pencil icon Use the Take Action menu
How do you translate the label for the Legal entity object so that users in different countries can see the label on their own language? Please choose the correct answer. Response: Update the 'xml:lang' attribute in the CSF Corporate Data Model. Update the 'xml:lang' attribute in the Corporate Data Model. Update the label in Configure Object Definitions. Update the label in Text Replacement.	Update the label in Configure Object Definitions
How can an organization customize the approval steps in a workflow to include multiple approvers in SAP Success-Factors?Please choose the correct answer. Response: Implement a custom approval process using third-party tools Use the "Group Approval" feature Use the "Multiple Approvers" setting in the workflow step configuration Create separate approval steps for each approver	Use the "Multiple Approvers" setting in the workflow step configuration

Employment Details
Job Information

Response:

Which portlet contains the annual salary of an employ-

ee?Please choose the correct answer.

Compensation Information

Compensation Information Spot Bonus

In your implementation project, the client gives you a requirement to automatically fill the Pay Grade field in the Job Information portlet after Job Classification field value is keyed in for an employee.

What will you code in the HRIS Propagation XML File to achieve this? There are 2 correct answers to this question. Response:

cpropagation-mapping foundation-field="JobClassification.externalCode" hris-field="jobInfo.job-code"/>

propagation-mapping foundation-field="JobClassification.externalName" hris-field="jobInfo.job-code"/>

Scenario: An organization wants to categorize employee resignations based on specific reasons such as personal, professional growth, management issues, or compensation.

How can this be achieved using Event Reason Derivation? Please choose the correct answer.

Response:

Create custom event reasons for each resignation catego-

Create custom event reasons for each resignation category

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ry Use the standard Resignation module in SAP SuccessFactors Manually categorize resignations based on exit interviews Integrate with an external survey tool to capture resignation reasons	
How can an organization ensure that a specific workflow is triggered only under certain conditions in SAP Success-Factors? Please choose the correct answer. Response: Set up workflow notifications based on conditions Use conditional workflow triggers Manually start the workflow when conditions are met Link the workflow to a specific business rule	Use conditional workflow triggers
Which of the following Destination Objects are referenced for Valid When and Composite associations? There are 2 correct answers to this question. Response: Valid When association - Lower level object Composite association - Parent object Valid When association - Higher level object Composite association - Child object	Valid When association - Higher level object Composite association - Child object
How would you update an entire department with a new cost center? There are 2 correct answers to this question. Response: Configure business rules. Import the job history. Perform mass changes. Import employment details.	Import the job history Perform mass changes



When creating a new Generic Object, you want to add a field that references a Legal Entity object. How do you configure this?Please choose the correct answer. Response:

Set field ID to LegalEntity for the new field
Choose Generic Object as data type for the new field and
add LegalEntity as the valid values source
Choose Foundation Object as data type for the new field
and add LegalEntity as the valid values source
Create an MDF Picklist of all Legal Entities and add it to the
new field

Choose Generic Object as data type for the new field and add LegalEntity as the valid values source

What can you use to export foundation data from the system? There are 3 correct answers to this question.

Response:

APIs

Online report designer

Ad hoc reports

Manage organization, pay, and job structures

Aggregate export

APIs
Online report designer
Ad hoc reports

You want to add a custom filed in the Job information block on the employee file and make it visible for 2 countries, but NOT visible for the other 8 countries. How can you do this?Please choose the correct answer.

Response:

Enable the custom field in the Job information and use a business rule to set Edit visibility for the 2 countries

Enable the custom field with NO visibility in the 8 Country-Specific Job Information

Enable the custom field in the Job information and add the custom field in the 2 country specific Job information with Edit visibility.

Enable the custom field in the Job Information and add the custom field in the 2 country specific Job information with Edit visibility

THR81 Study online at https://quizlet.com/_g75yph Enable the custom field in Country-Specific Job information and use a business rule to set Edit visibility for the 2 countries	
What Time Off feature defines the available time types for a user?Please choose the correct answer. Response: Time account eligibility status Work schedule Time account type Time profile	Time profile
How is the event reason derived when a business rule is enabled for import? Please choose the correct answer. Response: The event reason indicated in the import overrides the onSave ERD rule. The event reason must be selected manually. The onSave ERD rule overrides the event reason value indicated in the import file. The event reason is derived using the catch all rule.	The onSave ERD rule overrides the event reason value indicated in the import file.
Managers are NOT allowed to change the cost center field for employees. The cost center field is located in the employee's job information. In Manage Permission Roles, what section contains the permission to change the cost center field?Please choose the correct answer. Response: Employee Data Manage User Employee Central Effective Dated Entities Manage Foundation Objects	Employee Central Effective Dated Entities

THR81 Study online at https://quizlet.com/_g75yph	
Which elements are part of Employee Profile configuration in Succession Data Model?There are 2 correct answers to this question. Response: Standard Elements HRIS Elements User Info Elements HRIS Actions	Standard Elements User Info Elements
Which of the following sections of data are entered during the hiring of a new employee? There are 3 correct answers to this question. Response: Compensation Information Personal Information Person Info Payment Information Job Information	Compensation Information Personal Information Job Information
What tags are supported in Alert Messages?There are 2 correct answers to this question. Response: [[SUBJECT_USER]] [[EVENT_REASON]] [[HRIS_ELEMENT]] [[RECIPIENT_NAME]]	[[SUBJECT_USER]] [[EVENT_REASON]]
What picklist feature is only available for generic object picklists? Please choose the correct answer. Response: Exporting Effective dating Language translation Ordering	Effective Dating

How does the system connect the country-relevant Legal Entity fields to a country? There are 2 correct answers to this question.

Response:

By association, using the 3-letter ISO code of the country in the Condition Values

By association, using the countryOfRegistration code in the Source Filter Criteria

By association, using the 3-letter ISO code of the country in the Destination Filter Criteria in the Destination Filter Criteria

By association, using the countryOfRegistration code in the Condition

Score 1 of 1

Question:

By association, using the countryOfRegistration code in the Source Filter Criteria

By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

What is Generic Object FO translation used for in Employee Central? Please choose the correct answer.

Response:

To translate records for FOs that are defined in the Corporate Data Model

To translate MDF FO records

To translate any Generic Object records in the instance To translate records for FOs that are defined in the Corporate Data Model and MDF FO records To translate MDF FO records

You recently enabled German for your customer's instance. How do you test and review the translations? Please choose the correct answer.

Response:

1. Log in to the instance.2. Proxy in as a user.3. Open the Options menu and change language to German.

1. Log in to provisioning.2. Click on the company name.3. Open Import/Update/Export LanguagePacks.

. Log in to the instance.2. Proxy in as a user.3. Open the Options menu and change language to German.

THR81 Study online at https://quizlet.com/_g75yph	
 Log in to the instance.2. Proxy in as a user.3. Change the legal entity to Germany. Log in to the instance.2. Proxy in as a user.3. Change the home address to Germany. 	
In SAP SuccessFactors, how can an organization ensure that a specific business rule is triggered only during certain times of the year, such as during the annual review period?Please choose the correct answer. Response: Use the "Rule Scheduler" feature Integrate with an external calendar system Set up a rule condition based on the system date Manually activate and deactivate the rule as needed	Use the "Rule Scheduler" feature
Pay Component Recurring must always be preceded by which import file? Please choose the correct answer. Response: Compensation Information Employment Details Pay Component Non-Recurring Job Information	Compensation Information
As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows: Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past. How will you assign the Address Change rule? Assign as onSave Assign as onPostSave Assign as onChange Assign as saveAlert	Assign as onSave

Scenario: An organization wants to automatically assign employees to specific training courses based on their job roles. How can this be achieved using business rules? Please choose the correct answer.

Response:

Integrate with an external training management system Manually assign training courses based on job roles Set up a rule that checks employee job roles and assigns relevant training courses

Use the Learning module to manage training assignments

Set up a rule that checks employee job roles and assigns relevant training courses

What can you do when creating the Config UI for the Generic Object? There are 3 correct answers to this question.

Response:

Add a new field

Change data type for a field

Move field to different positions

Add an MDF Picklist to a field

Remove a field

Add a new field Move filed to different positions Remove a field

Scenario: An organization wants to set up a multi-level approval process for salary increases. Which tool in SAP SuccessFactors allows them to achieve this? Please choose the correct answer.

Response:

Compensation Planner

Multi-Step Approval Designer

Salary Increase Wizard

Workflow Builder

Workflow Builder

Study online at https://quizlet.com/_g75yph	
Foundation Tables are organized into sections.Please choose the correct answer. Response: 5 2 3 4	3
In the THR80 SuccessFactors HCM suite, which of the following statements are true regarding the integration capabilities? There are 3 correct answers to this question. Response: Integration with external LMS (Learning Management Systems) is not supported. Integration with non-SAP systems requires additional middleware. Real-time data synchronization is possible with SAP Field-glass. It allows seamless integration with third-party payroll systems. It supports API-based integration with SAP ERP systems.	Real-time data synchronization is possible with SAP Field glass It allows seamless integration with third-party payroll sys tems It supports API based integration with SAP ERP systems
Which of the following are essential considerations when configuring approvals for Self-Service in SuccessFactors Employee Central?There are 3 correct answers to this question. Response: Setting up notification alerts for pending approvals. Customizing the user interface	Setting up notification alerts for pending approvals Determining the types of requests that require approval Defining the approval hierarchy

Defining the approval hierarchy.
Specifying the time frame for approval expiration.

Determining the types of requests that require approval.



Scenario: An organization wants to set up a workflow that notifies the IT department whenever a new employee is onboarded, to facilitate the setup of IT resources. Which tool in SAP SuccessFactors can achieve this? Please choose the correct answer.

Response:

IT Notification Builder

Employee Central Workflow Configuration

New Hire Workflow Trigger

Onboarding Workflow Designer

Employee Central Workflow Configuration

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

Response:

Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.

Update the employee data file and use the Import Employee Data tool to import this file.

Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population.

Update the picklist file and use the Picklist Management tool to import the HR Representative.

Update the employee data file and use the Import Employee Data tool to import this file
Use the Manage Permission Roles tool to allow the new
HR Representative to access the Sales department target population

What is the tool used to assign specific permissions in Employee Central Payroll? Please choose the correct answer. Response:

Manage Permission Roles
Manage Permission Groups

Manage Permission Roles

THR81 Study online at https://quizlet.com/_g75yph	
Manage Role-Based Permission Access View User Permission	
Scenario: A company wants to automate the onboarding process, ensuring that once a new hire's data is entered, relevant departments are notified to set up IT access, provide training materials, and schedule an orientation. How can this be set up in SAP SuccessFactors?Please choose the correct answer. Response: Implement a custom onboarding process using third-party tools Use the Onboarding module with integrated workflows Manually notify each department after entering new hire data Set up a rule in the Business Rule Builder for onboarding	Use the Onboarding module with integrated workflows
Which of the following is not a benefit of Foundation Objects?Please choose the correct answer. Response: Simplification of HR tasks Workflow Distribution Self-service transactions Effective Dating	Self-service transactions
Which business rule scenario is used to set default values or visibility attributes during the hire process?Please choose the correct answer. Response: Rules for Hire/Rehire Generate Employee ID for Hire/Rehire Enforce New Employment for Rehire Internal Job History	Rules for Hire/Rehire



Which of the following is NOT a standard data portlet in the Employee Profile of SAP SuccessFactors?Please choose the correct answer.

Response:

Learning Activities

Job History

Compensation Information

Personal Information

A customer plans to have time off settings for individual employees. What do you do achieve this? There are 2 correct answers to this question.

Response:

To actually create accrual bookings, you need to create and run a time off calendar with scenario leave balance. If you want to have accruals created automatically for your to the work schedule.

For each leave type, you create a time type, specifying, for example, the workflow needs for thism particular leave type.

If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the time account type.

Learning Activities

For each leave type, you create a time type, specifying, for example, the workflow needs for this particular leave type employees, you need to define a rule and assign this rule If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the time account type

You need to create a one to many association from Location to Legal Entity. You also need to configure filtering of the location file based on the company field in the Job Information Portlet.

What do you need to add to the data models? There are 2 correct answers to this question.

Response:

<field-criteria> as part of <hris-field="jobInfo">

<field-criteria> as part of <hris-field="location"> <association> as part of <hris-element id="location">

THR81 Study online at https://quizlet.com/_g75yph <field-criteria> as part of <hris-field="location"> <association> as part of <hris-element id="location"> <association> as part of <hris-element id="jobInfo"></hris-element></association></hris-element></association></hris-field="location"></field-criteria>	
How can you update Job Information data? There are 2 correct answers to this question. Response: Import data using the Import and Export Data tool. Import data using the Import Employee Data tool. Directly edit data using the Take Action button on the Employee File Import data using the Import Foundation Data tool.	Import data using the Import Employee Data tool Directly edit data using the Take Action button on the Employee File
Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet? There are 2 correct answers to this question. Response: Change Job and Compensation Information from the Take Action button History > Edit on the portlet History > Insert New Record on the portlet Edit (Pencil Icon) on the portlet	Change Job and Compensation Information from the Take Action button Edit (Pencil Icon) on the portlet
In SAP SuccessFactors, how can you ensure that a generic object is associated with a specific workflow?Please choose the correct answer. Response: Manually trigger the workflow when the generic object is updated Use the Workflow Designer to include the generic object Link the generic object to the desired workflow Implement a business rule that connects the object and workflow	

THR81 Study online at https://quizlet.com/_g75yph	
What happens if a mapped role is deleted in Role Based Permissions? Please choose the correct answer. Response: The permissions are permanently removed and ungranted from the relevant groups. The groups and roles are removed from the instance. Nothing Users can continue to access the role until they are removed from the relevant groups.	The permissions are permanently removed and ungranted from the relevant groups
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?Please choose the correct answer. Response: Manage Workflow Groups Manage Permission Groups Manage Workflow Requests Manage Dynamic Groups	Manage Workflow Groups
In a generic object with a picklist field, what must be entered in the Valid Values Source? Please choose the correct answer. Response: Picklist Value ID Legacy Picklist ID Picklist Code Picklist Value External Code	Picklist Value ID
You want to configure a business rule that will automatically propagate Job Title from the Job Classification when a new employee is hired. What object will you choose as a base object? Please choose the correct answer. Response:	Job Information



Job Information
Job Title
Employee Information
Job Classification

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

Response:

You add the hris-field is-delegate-supported to the Corporate Data Model

You configure Workflow with the field 'Is Delegate Support' set to Yes

The user sets up Auto Delegate through the Quick Links tile on their homepage

You add the hris-field is-delegate-supported to the Succession Data Model

The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool

You add the hris-field is-delegate-supported tot he Corporate Data Model

You configure Workflow with the field 'Is Delegate Support' set to Yes

The user sets up Auto Delegate through the Quick Links tile on their homepage

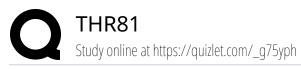
Scenario: An organization wants to automatically assign a performance coach to employees who receive a performance rating below a certain threshold. How can this be achieved using business rules? Please choose the correct answer.

Response:

Integrate with an external coaching system
Use the Performance Coaching module to manage coach
assignments

Set up a rule that checks the employee's performance rating and assigns a coach if below the threshold Manually assign coaches based on performance ratings

Set up a rule that checks the employee's performance rating and assigns a coach if below the threshold



A customer has foundation objects (FO) and MDF foundation objects (MDF FO) maintained in SAP SuccessFactors Employee Central and needs to configure field attributes such as 'visibility' and 'required'.

Which tools would you use to configure these qualities? There are 3 correct answers to this question.

Response:

Manage Business Configuration
Import/Export Corporate Data Model
Manage Organization, pay and job structures
Import/Export Country/Region-Specific Corporate Data
Model
Configure Object Definitions

Manage Business Configuration Import/Export Corporate Data Model Configure Object Definitions

Scenario: An organization wants to ensure that any employee transfer between departments is accompanied by a mandatory orientation session. How can this be enforced using business rules in SAP SuccessFactors?Please choose the correct answer.

Response:

Manually schedule orientation sessions for transferred employees

Use the Orientation module to manage transfer-related orientations

Integrate with an external scheduling system for orientations

Implement a rule that checks for orientation completion after a department transfer

Implement a rule that checks for orientation completion after a department transfer

How can an organization track and analyze the most common event reasons over a period of time in SAP Success-Factors? Please choose the correct answer.

Response:

THR81 Study online at https://quizlet.com/_g75yph	
Manually review all event reasons in the system Integrate with an external analytics tool Use the Event Reason Analytics tool Generate a report using the Report Center	Generate a report using the Report Center
How does SAP recommend that you add a value to an existing picklist in Picklist Management? There are 2 correct answers to this question. Response: Download the picklist import template file. Insert a new row into the picklist file. Export the picklist from the system. Leave the picklist ID blank.	Insert a new row into the picklist file Export the picklist from the system
Which of the following is NOT a standard feature of generic objects in SAP SuccessFactors?Please choose the correct answer. Response: Custom data fields Built-in analytics and reporting Automatic data synchronization with external systems Associated workflows	Automatic data synchronization with external systems
Foundation Object records can be managed using these Admin Functions:There are 2 correct answers to this question. Response: Import and Export Foundation Data Manage Data without admin functions Manage Organization, Pay, and Job Structures Import Foundation Data	Manage Organization, Pay, and Job Structures Import Foundation Data

You are importing the job history (job information) for an employee. You receive an error message that the specified

manager does not exist. You check the system and confirm the manager does exist in the system. What is wrong?Please choose the correct answer. Response: The manager is in a different legal entity The manager's hire date is after the import start date The manager is in a different location	The manager's hire data is after the import start date
What tool do you to add a new field to an existing Generic Object? Please choose the correct answer. Response: Configure Object Definitions Corporate Data Model Manage Data Manage Organization, Pay and Job Structures	Configure Object Definitions
What is a key advantage of using the Metadata Framework (MDF) in SuccessFactors?Please choose the correct answer. Response: It provides a standardized data model for all customers. It automates the data migration process. It enhances data visualization and reporting capabilities. It enables the creation and management of custom objects and fields	It enables the creation and management of custom ob jects and fields
Scenario: An organization wants to ensure that their HR system reflects accurate reporting lines and organizational structure at all times. Which functionalities of Employee	

to this question. Response:

Central should they focus on? There are 3 correct answers



Organizational Chart
Succession Data Model
Business Rules
Position Management
Custom Fields

Organizational Chart Succession Data Model Position Management

The e-mail domain of a company has changed and you need to update only this field for all employees. How do you perform this change? Please choose the correct answer.

Response:

Delete all columns, except EMAIL and USERID from the employee data CSV file.

Prepare the Email Information import file for partial import and use the Incremental Load mode.

Delete all cell contents except EMAIL and USERID from the employee data CSV file.

Prepare the Email Information import file for partial import and use the Full Purge mode.

Prepare the Email Information import file for partial import and use the Incremental Load mode

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. Response:

1. Data Source

- 2. Picklist
- 3. String
- 4. Date
- 1. User
- 2. Picklist
- 3. String
- 4. Date
- 1. User
- 2. Generic Object
- 3. String
- 4. Date
- 1. User
- 2. Foundation Object
- 3. Picklist
- 4. Date

- 1. User
- 2. Generic Object
- 3. String
- 4. Date

Your customer wants to add three new locations. These locations will be used in France, Germany, and the USA. Where do you create these locations? Please choose the correct answer.

Response:

In the Manage data tool

In the location element in the CSF Corporate data model In the Manage Organization, Pay and Job Structure tool In the Location elements in the CSF Corporate data model In the Manage Organization, Pay and Job Structure tool

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 option will you configure in the workflow to achieve this?Please choose the correct answer.

Response:

Dynamic Group

THR81 Study online at https://quizlet.com/_g75yph	
Dynamic Group CC Role Permission Group Dynamic Role	
What can you do with the Pivot Query Designer? There are 2 correct answers to this question. Response: You can manipulate list report data. You can create tables and charts. You can schedule the distribution of created tables and charts directly from the tool. You can calculate statistics, such as the average, variance and standard deviation.	You can manipulate list report data You can create tables and charts
Which of the following actions can be performed using the Manage Position tool in SAP SuccessFactors Employee Central?Please choose the correct answer. Response: Define matrix relationships for positions Manage employee time off Update compensation structures Assign roles to employees Create and maintain job classifications	Define matrix relationships for positions
After submitting an employee data import file for valida-	

After submitting an employee data import file for validation, the customer received an email messages informing them that several errors were found.

In order to troubleshoot the issues with the data, what tool can the customer use to find the error log file?Please choose the correct answer.

Response:

Export Extended User information Import Employee Data Monitor Job

Q	THR81 Study online at https://quizlet.com/_g75yph
	Import and Export data Monitor Job
	of the following HRIS elements do you assig

qn workflow derivation rules for new hires?Please choose the correct answer.

Response:

Compensation Information

Personal Information

Biographical Information

lob Information

How does the effective start date of a record affect Valid When associations? There are 2 correct answers to this

question.

Response:

You can associate a child record that precedes the parent's You can associate records with the same effective start effective start date

You can associate records with the same effective start dates.

You can associate a child record if it is after the parent's effective start date.

You can only associate records when they were created the same day

dates

lob Information

You can associate a child record if it is after the parent's effective start date

Scenario: A company wants to ensure that all position changes are reviewed and approved by the HR manager and the department head. Which functionalities in Employee Central should they configure? There are 3 correct answers to this question.

Response:

Workflow Rules

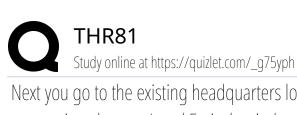
lob Information

Foundation Objects

Workflow Rules **Business Rules** Position Management

Business Rules Position Management	
our customer wants to allow employees to manage their wn benefits. You made the required changes to the Succession data model. Which tool in the Admin Center do you use to activate the Global Benefits tab? Please choose the correct answer. esponse: The enefits Admin Overview Manage Configuration UI Manage Employee Central Settings Onfigure Employee Files	Configure Employee Files
What tool can you use to export job classification data from the system? There are 2 correct answers to this queson. esponse: Manage Organization, Pay and Job structures mport Foundation data d-Hoc reports mport and Export data	Ad-Hoc reports Import and Export data
What are characteristics of a generic (MDF) picklist?There re 2 correct answers to this question. esponse: he picklist value order is set globally. icklists are effectively dated. icklists can be used for all foundation objects. icklist values can be deleted.	Picklists are effectively dated Picklist values can be deleted
,	

Your company is moving its headquarters to a new Legal Entity next month. You have already created the new Legal Entity record with next month's date.



Next you go to the existing headquarters location Record to associate the new Legal Entity but it does not display. What is the most likely reason? Please choose the correct answer.

Response:

You cannot edit the Headquarters record once it is creat—The effective start dates of the records are not compatible ed.

There is no way to create a future-dated Legal Entity. The effective start dates of the records are not compatible.

You did not properly save the new Legal Entity.

When you enter the holiday calendar, work schedule, and time profile in an employee's job information? There are 2 correct answers to this question.

Response:

The objects can either all be global or all be specific to one country, but not a mixture of global and specific to one country.

The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country.

Country-specific objects must all relate to one country, and you can combine countries.

Country-specific objects must all related to one country, however you can't combine countries.

The objects can either all be global or all be specific to one country, or a mixture of global and specific to one country

Country-specific objects must all relate to one country, and

you can combine countries

In which section in the Manage Permission Role tool will you set the visibility for the Date of Birth field in Biographical information? Please choose the correct answer.

Response:

Employee view

Manage user

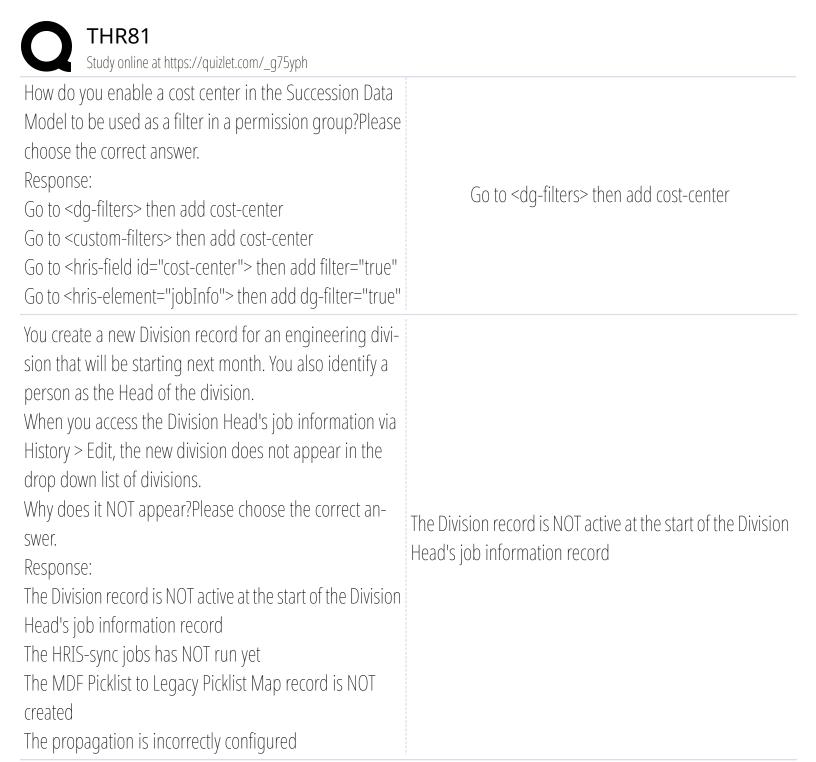
Employee Data

THR81 Study online at https://quizlet.com/_g75yph	
Employee Central Effective Dated Entities Employee Data	
What value do you enter in the manager field when importing employee data? Please choose the correct answer. Response: Manager's e-mail address Manager's user ID Manager's employee ID Manager's user name	Manager's user ID
What is the identifier that represents the employment of an employee? Please choose the correct answer. Response: Position ID User ID Person ID Job Code ID	User ID
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. Response: Job History Basic Import Employment details Biographical Information Personal Information	Basic Import Employment details Biographical Information
Which of the following is not found on the quick card?Please choose the correct answer. Response: Email	National ID

THR81 Study online at https://quizlet.com/_g75yph	
National ID Org Chart Go To Take Action	
In which permission category would you grant a user permission to view their hire date within the Employment Details section?Please choose the correct answer. Response: Employee Data Employee Views Reports Permission Employee Central Effective Dated Entities	Employee Data
Which of the following are feature of MDF picklists? There are 3 correct answers to this question. Response: MDF picklists are used for Generic Objects MDF picklist values can be deleted MDF picklists are effectively dated Order of the values is set globally for all MDF picklists Unused values in a MDF picklist can be marked as OBSO-LETED	MDF picklists are used for Generic Objects MDF picklists values can be deleted MDF picklists are effectively dated
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. Response: Change the status. Change the external_code of an event.	Change the status Add a new language translation Change the labels

Add a new language translation. Change the labels.

Add a new event.



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?Please choose the correct answer.

Response:

Manager

Role

Dynamic Role

Dynamic Group

Dynamic Role

THR81 Study online at https://quizlet.com/_g75yph	
How do you enable a Company Structure Overview? There are 3 correct answers to this question. Response: Configure the Company Structure Definition record Add a field to the Legal Entity in Configure Object Definitions Enable the feature in Manage Employee Central Settings Assign permissions to the company structure objects Configure the new field in the Legal Entity records	Configure the Company Structure Definition record Enable the feature in Manage Employee Central Settings Assign permissions to the company structure objects
Which of the following are effective dating options for generic objects? There are 3 correct answers to this question. Response: Multiple changes per day Incremental None Basic Partial	Multiple changes per day None Basic
Where do you configure the fields in a dynamic role? Please choose the correct answer. Response: In the Event Reason Derivation data model In the Succession Data Model In the Corporate Data Model In the country-specific Corporate Data Model	In the Corporate Data Model
Which data model in Employee Central contains information about the relationships between different entities within the company?Please choose the correct answer. Response: Foundation Data Model	Corporate Data Model

Corporate Data Model



Which of the following scenarios best demonstrates the need for effective Position Management in Employee Central Core?Please choose the correct answer. Response:

A company requires a system to automate its payroll processes.

THR81 Study online at https://quizlet.com/_g75yph	
An organization seeks to improve its employee performance review process. A rapidly growing enterprise needs to manage its expanding organizational structure and reporting lines efficiently. A small business wants to implement an employee self-service portal for personal data management.	A rapidly growing enterprise needs to manage its expanding organizational structure and reporting lines efficiently
What is the sequence of importing Data Models?Please choose the correct answer. Response: Corporate Data Model > Succession Data Model > CSF Succession Data Model > CSF Corporate Data Model Succession Data Model > CSF Succession Data Model Corporate Data Model > CSF Succession Data Model Corporate Data Model > CSF Corporate Data Model > Succession Data Model > CSF Succession Data Model Succession Data Model > CSF Succession Data Model Corporate Data Model > CSF Succession Data Model > Corporate Data Model > CSF Succession Data Model >	Corporate Data Model > CSF Corporate Data Model > Succession Data Model > CSF Corporate Data Model
In the context of Employee Central Core, which aspect is crucial for managing global assignments effectively? Please choose the correct answer. Response: Localization of payroll systems. Customization of employee self-service portals. Compliance with local and global data regulations. Integration with external travel management systems.	Compliance with local and global data regulations
What actions can you take within the Manage Business Configuration tool?There are 3 correct answers to this question. Response: Create a new picklist.	/97



Add a custom field to the employee files. Change the label of a field. Change the visibility of a field to read-only. Add a custom portlet to the employee files.

Add a custom field to the employee files Change the label of a field Change the visibility of a field to read-only

Your customer has requested that you create a custom field for employees in Germany to track job information. What custom field number do you need to identify to configure this new field? Please choose the correct answer. Response:

The next custom field number that is available in the jobCode element of the Corporate Data Model and the country-specific Corporate Data Model.

The next custom field number that is available in the employmentInfo element of the country-specific Succession Data Model.

The next custom field number that is available in the employmentInfo element of the Succession Data Model. The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model.

The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model

Your customer wants to create multiple custom event reasons with corresponding employee status. Which tools do you use to configure the event reasons? There are 2 correct answers to this question.

Response:

Employee Files --> Manage Mass Changes for Metadata Objects

Employee Files --> Import and Export Data

Employee Files --> Files Import Foundation Data

Employee Files --> Manage Organization, Pay and Job

Structures

Employee Files --> Files Import Foundation Data
Employee Files --> Manage Organization, Pay, and Job
Structures



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

Response:

Import/Export Corporate Data Model
Manage Organization, Pay and Job Structures
Manage Business Configuration
Configure Object Definitions
Import/Export Country/Region-Specific Corporate Data
Model

Import/Export Corporate Data Model Manage Business Configuration Configure Object Definitions

As a best practice, the FTE field must be visible to the HR department and to managers. They should not be able to edit this field. How would you configure the FTE field in the system? There are 2 correct answers to this question. Response:

In the Succession Data Model XML, set the FTE field visibility to "none".

In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the FTE field.

In role-based permissions, grant the HR role and Manager role the "View Current" and "View History" permission for the job information actions.

In the Succession Data Model XML, set the FTE field visibility to "view".

In role-based permissions, grant the HR role and Manger role the "View Current" and "View History" permission for the FTE field

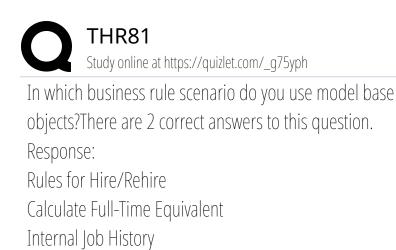
In the Succession Data Model XML, set the FTE field visibility to "view"

Scenario: A company wants to implement a process where new hire information automatically updates relevant fields in the system. Which features should they focus on? There are 3 correct answers to this question.

Response:

THR81 Study online at https://quizlet.com/_g75yph	
Business Rules Propagation Data Model Position Management Employee Central Core Workflow Rules	Business Rules Propagation Data Model Workflow Rules
Which of the following are features of picklists created in the Picklist center? There are 2 correct answers to this question Response: Unused values in a picklist can be marked as a OBSOLET-ED PICKLISTS are used for Generic objects. PICKLISTS are effectively dated. Order of the values is set globally for all picklists	PICKLISTS are used for Generic objects PICKLISTS are effectively dated
Which object requires entity type to be configured in HRIS sync mapping?Please choose the correct answer. Response: personInfo jobInfo compInfo phoneInfo	phoneInfo
You want to create a generic (MDF) object that has a composite association with two other MDF objects. Where do you define the association? Please choose the correct answer. Response:	In the Configure Object Definition tool

In the Manage Data tool
In the Corporate data model
In the Configure Business Rules tool
In the Configure Object Definition tool



Rules for Hire/Rehire Calculate Full-Time Equivalent

Scenario: A multinational corporation is implementing Employee Central Core. They need a robust system to manage a diverse workforce across various regions. Which Employee Central Core functionalities are essential for this scenario? There are 3 correct answers to this question.

Response:

Trigger Workflows

Multi-language support and localization features. Customizable user interfaces for different regions. Global assignment management tools. Region-specific compliance reporting tools. Automated workforce analytics for global insights. Multi-language support and localization features Global assignment management tools Region-specific compliance reporting tools

Your company has two hiring processes: one for employees and one for contractors. How can you trigger different workflows for each of these hiring processes? There are 2 correct answers to this question.

Response:

Create two hire event reasons.

Connect each workflow to each hire event.

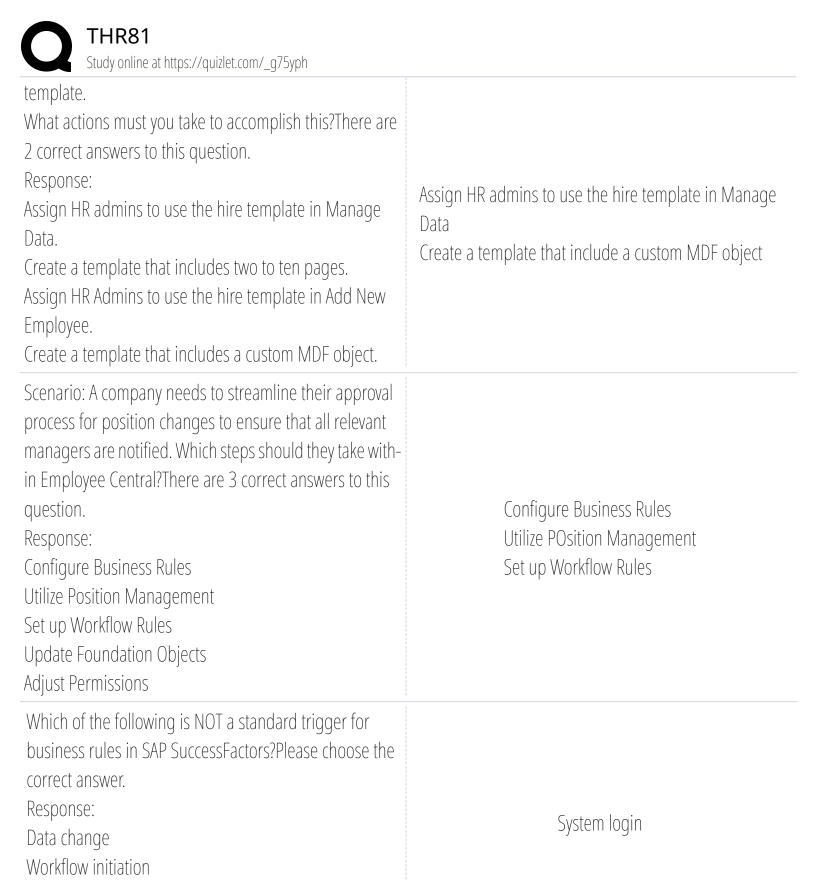
Connect each workflow to each hire event reason.

Create two hire events.

Create two hire event reasons

Connect each workflow to each hire event reason

You need to create a new hire template for employees that are hired into a legal entity in the United States. You need to allow HR admins in that legal entity to use the



System login
Scheduled time

In SAR Success Factors, how can you test an LIR.

In SAP SuccessFactors, how can you test an HR transaction rule before implementing it in the live environment? Please

THR81 Study online at https://quizlet.com/_g75yph	
choose the correct answer. Response: Use the "Rule Simulation" feature Implement the rule and monitor the results Test the rule in a separate test instance Use the "Rule Debugger" tool	Use the "Rule Simulation" feature
Which reporting feature allows you to manipulate the relationships between tables in a query? Please choose the correct answer. Response: Advanced join editor Calculated column Filter Report distributor	Advanced join editor
Which tools are available in Admin Center to import FO records? There are 2 correct answers to this question. Response: Import Foundation Data Import and Export Data Import Extended User Information Import Employee Data	Import Foundation Data Import and Export Data
How do you define Event Reasons as country specif-	

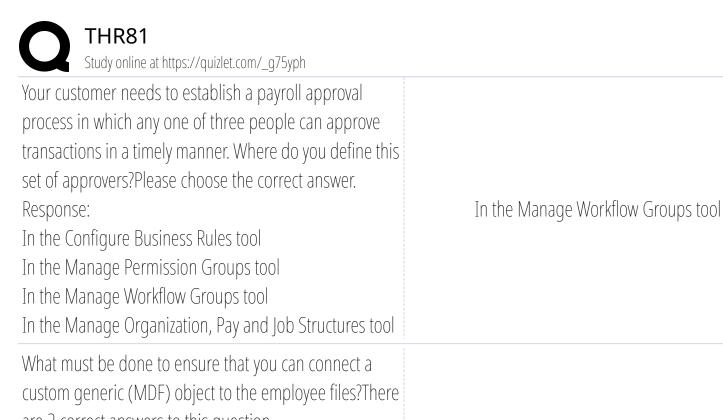
ic?There are 3 correct answers to this question.

Response:

Make a correction to the definition of the Country object Add the Event Reason to Country records as per your requirements in Manage Data Tool Create an association with the Destination Object Event Reason Wrapper with Type Composite Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns

Create an association with the Destination Object Event Reason Wrapper with Type composite Create and association with Destination Object with Event Reason Wrapper with Type Join By Columns Create an association with the Destination Object with Event Reason Wrapper with Type Valid When

THR81 Study online at https://quizlet.com/_g75yph Create an association with the Destination Object with Event Reason Wrapper with Type Valid When	
Scenario: An organization wants to categorize employee terminations based on specific reasons such as retirement, resignation, or layoff. How can this be achieved using Event Reason Derivation? Please choose the correct answer. Response: Create custom event reasons for each termination category Use the standard Termination module in SAP SuccessFactors Integrate with an external survey tool to capture termination reasons Manually categorize terminations based on exit interviews	Create custom event reasons for each termination catego- ry
What tasks can be performed on the Benefits Admin Overview page?There are 2 correct answers to this question. Response: Enroll employees in benefits Set up benefit permissions Associate workflows to benefits Create and edit benefits	Associate workflows to benefits Create and edit benefits
Where can a user delegate some tasks to another user in an instance? Please choose the correct answer. Response: In Manage Data In Manage Organization, Pay and Job Structures In Options> Assign Proxy In Options> Notifications	In Options> Assign Proxy



are 2 correct answers to this question.

Response:

Create at least one configuration UI for the object Set the externalCode field to Read Only. Set the externalCode field to Data Type = User. Create a Valid When association for the object

Create at least one configuration UI for the object Set the externalCode field to Data Type = User

A local Job Information field must be added. Where do you add a field that pertains to a country NOT yet configured in the data model?Please choose the correct answer. Response:

Country-specific Succession Data Model Succession Data Model Country/Region object definition Country-specific Corporate Data Model

Country-specific Succession Data Model

What are the employment-related entities supported by the cross-entity rules?Please select all the correct answers that apply.

Response:

Pay Component Recurring **Employment Information**

Pay Component Recurring **Employment Information** Pay Component Non-Recurring

THR81 Study online at https://quizlet.com/_g75yph	
Personal Information Pay Component Non-Recurring Job Information Compensation Information Work Permit Information Job Relationships	Job Information Compensation Information Job Relationships
When using Import Employee Data, what must you include in your import file for Employee Central data? Please choose the correct answer. Response: User ID field All fields for the object Business key fields Person ID field	Business key fields
A global company using THR81 for talent management finds that their employees in different regions have varying access to performance review data. What could be the reason for this discrepancy? There are 2 correct answers to this question. Response: Language and localization settings in the system. Inconsistent role-based permission settings	Inconsistent role-based permission settings Different data privacy laws in various regions

Inconsistent role-based permission settings.

Different data privacy laws in various regions.

Lack of integration between regional systems.

Where can you change the Workflow Approver?Please choose the correct answer.

Response:

Manage Workflow Groups

Manage Organization, Pay and Structures > Dynamic Role

Manage Workflow Requests

THR81 Study online at https://quizlet.com/_g75yph	
Manage Organization, Pay and Structures > Workflow Manage Workflow Requests	
Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component. What is a possible reason that the customer is experiencing this problem? Please choose the correct answer. Response: The "Bonus" pay component has a different currency than the "Total Target Compensation" pay component group. The "Bonus" pay component has a different frequency than the "Total Target Compensation" pay component group. The "Bonus" pay component also has an association to another pay component group. The "Bonus" pay component proup. The "Bonus" pay component proup. The "Total Target Compensation" pay component group.	The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay component group
Which of the following portlets use effective dating? There are 2 correct answers to this question. Response: Employment Details Contact Information Personal Information	Personal Information Job Information

In SAP SuccessFactors, how can you ensure that a workflow is automatically terminated if it remains pending for a specific duration?Please choose the correct answer. Response:

Job Information

Set up a business rule to check for pending workflows and

THR81 Study online at https://quizlet.com/_g75yph	
terminate them Use the "Auto-Terminate" setting in the workflow configuration Manually terminate pending workflows after reviewing them Use the "Workflow Timeout" feature	Use the "Workflow Timeout" feature
Which HR objects support import restrictions? There are 3 correct answers for this question Response: Compensation Information Personal Information Employment Details Job Relationships Job Information	Compensation Information Job Relationships Job Information
As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows: Which business rule scenarios will you use to raise the error message in Addresses?There are 2 correct answers to this question. Response: Trigger onChange Rules for HRIS Elements Basic Rule scenario Trigger onSave Rules for HRIS Elements Trigger Rules to Validate HRIS Elements	Basic Rule scenario Trigger Rules to Validate HRIS Elements

How do you control what fields can be seen on a Contingent Worker's employee file? There are 2 correct answers to this question.

Response:

Configure People Profile

Manage Business Configuration

Manage Business Configuration Role Based Permissions

THR81 Study online at https://quizlet.com/_g75yph	
Business Rules Role Based Permissions	
Events are defined inPlease choose the correct answer. Response: Picklists Data models Manager Pay, organization and Job structures Employee files	Picklists
You are creating a New Hire Rule which will trigger on the Job Information base object when hiring a new employee. How do you ensure that this rule triggers?Please choose the correct answers. Response: In the Manage Business Configuration tool, add the rule to the Job Information HRIS Element In this Succession Data Model, add the rule to the end of the New Hire Information Standard Element In the Succession Data Model, add the rule to the end of the Job Information HRIS Element In the Manage Business Configuration tool, add the rule to the Job Information Standard Element	In the Succession Data Model, add the rule to the end of the Job Information HRIS element
How do you align position records to reflect associations built between Division and Department? Please choose the correct answer.	

Response:

Create a sync job to copy data from Job Info to the position record

Create filter criteria in the position org chart
Create filter criteria in the position object
Create a sync job to copy data from the position record to
Job Info

Create filter criteria in the position object

How do you migrate to the role-based permission framework? There are 3 correct answers to this question.

Response:

You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.

You have to migrate your configuration from the test system to your production system.

You perform a user acceptance testing on the test system. SuccessFactors validate the configuration in the production system.

SuccessFactors configures permissions in a test system for you.

In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Information field value is keyed in for an employee.

How will you achieve this? There are 3 correct answers to this question.

Response:

Create a business rule to propagate fields from the Job classification object to the pay grade field.

Add an onChange rule trigger to the job-code hris-field in the Succession Data Model

Add an onSave rule trigger to the jobinfo hris-element in the Succession Data Model.

Create a business rule with Job Classification as the base object

Create a business rule with the base object Job Information

You fill out a configuration workbook to help SuccessFactors understand the roles required by your company
You perform a user acceptance testing on the test system
SuccessFactors configures permissions in a test system for
you

Create a business rule to propagate fields from the Job classification object to the pay grade field Add an onChange rule trigger to the job-code hris-field in the Succession Data Model

Create a business rule with the base object Job Information

Which objects do not support &&NO_OVERWRITE&& in imports? There are 2 correct answers to this question.

Recnance.

response.
Job Relationships
Address Information
Personal Information
Employment Details

Job Relationships Address Information

Your customer asks you to create a custom field for employees in Germany to track personal information. Where would you configure this? Please choose the correct answer.

Response:

In the next custom field that is available in the globalInfo element of the country-specific Succession Data Model
In the next custom field that is available in the globalInfo element of the Succession Data Model
In the next custom field that is available in the personalInfo element of the country-specific Succession Data Model
In the next custom field that is available in the personal-Info element of the Succession Data Model

In the next custom field that is available in the globalInfo element of the country-specific Succession Data Model

What does a full purge import do? Please choose the correct answer.

Response:

Overwrites all records for an employee or object from the system based on the import file.

Overwrites all records for an employee or object from the system, regardless of the import file.

Deletes all records for an employee or object from the system based on the import file.

Deletes all records for an employee or object from the system, regardless of the import file.

Overwrites all records for an employee or object from the system based on the import file

Which of the following is NOT a standard association type for generic objects in SAP SuccessFactors?Please choose

THR81 Study online at https://quizlet.com/_g75yph	
the correct answer. Response: Many-to-Many Parent-to-Child One-to-One One-to-Many	Parent-to-Child
You need to add custom Country Specific Fields that appear in the Personal Information Portlet. How do you add the fields? There are 2 correct answers to this question. Response: Upload the CSF for Succession Data Model in Provisioning Add the custom to the hris-element personal Info Add the custom fields to the hris-element global Info Upload the CSF for Corporate Data Model in Provisioning	Upload the CSF for Succession Data Model in Provisioning Aded the custom fileds to the hris-element globalInfo
Which action will trigger a system validation for an in-progress workflow?Please choose the correct answer. Response: Rehiring an inactive employee Updating Job Information with the same effective date Terminating an employee Adding a new employee	Updating Job Information with the same effective date
Which user interfaces are used by the Payroll Administrator? There are 2 correct answers to this question. Response:	

Unassigned Alerts

Manage Processes

My Processes

My Alerts

Manage Policies

Unassigned Alerts My Alerts

THR81 Study online at https://quizlet.com/_g75yph	
You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president. What workflow feature would you configure to meet this requirement?Please choose the correct answer. Response: CC role Workflow group Workflow contributor Dynamic role	Dynamic role
In which ways can you modify a configuration user interface (UI) for a generic object? There are 3 correct answers to this question. Response: Add new fields. Change object names. Add picklists. Change field data types. Change the location of fields.	Add new fields Change object names Change the location of fields
Which Workflow Context identifies a Future Role?Please choose the correct answer. Response: Source Target Approver Contributors	Target

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.

nder Manage Data iate field in the Successior
ased on specific data It departments or locations th organizational policies
ormation Iships

74 / 97

Response:

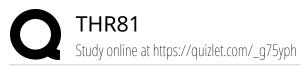
My Alerts

Manage Policies



Unassigned Alerts My Processes Manage Processes	Manage Policies My Processes Manage Processes
How can you configure event reason derivation rules to improve performance? Please choose the correct answer. Response: Configure the Rule Context for hire UI. Configure the Rule Context for edit UI. Configure the rule Event Type to onChange. Configure the rule Event Type to onlnit.	Configure the rule Event Type to onChange
Which tools can you use to assign Business rules?There are 3 correct answers to this question. Response: Configure Business Rules Succession Data Model Manage Data Manage Business Configuration Configure Object Definitions	Succession Data Model Manage Business Configuration Configure Object Definitions
Your customer has asked you to build a generic object with a field that references a foundation object. What attribute must you configure to connect this field to the foundation object? Please choose the correct answer. Response: Destination Field Value Composite association Label Valid Values Source	Valid Values Source
Your customer wants to grant restricted proxy rights to their HR Department to act on behalf of employees be-	

longing to their legal entity. How can you perform this re-



quirement? There are 2 correct answers to this question. Response:

Use the Proxy Management tool to configure the requested proxy assignments.

Fill the Basic Import template with the requested proxy configuration and import the file using the Import and Export Data tool.

Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool.

Use the Manage Permission Roles tool to grant proxy rights to the HR Department.

Use the Proxy Management tool to configure the requested proxy assignments

Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool

Scenario: A multinational company is rolling out Employee Central Core. They aim to manage employee data effectively across different regions. Which features of Employee Central Core are critical for achieving this goal? There are 3 correct answers to this question.

Response:

Integration with local HR systems.

Global assignment management.

Region-specific compliance features.

Multi-language support.

Customizable reporting tools for global analytics.

Global assignment management Region-specific compliance features Multi-language support

What is an advanced feature of the Performance & Goals module in THR81?There are 3 correct answers to this question.

Response:

Integration with external performance appraisal systems. Customizable performance review templates.

Automated goal alignment with organizational objectives.

Customizable performance review templates
Automated goal alignment with organizational objectives
Continuous performance management with real-time
feedback

THR81 Study online at https://quizlet.com/_g75yph	
AI-driven suggestions for employee development plans. Continuous performance management with real-time feedback.	
In modifying the SuccessFactors Data Model, what considerations are crucial for maintaining an efficient and effective data structure? There are 3 correct answers to this question. Response: Regularly updating the data model to reflect changes in data privacy laws. Integrating the data model with external analytics tools. Customizing data fields to suit specific business requirements. Implementing data validation rules to ensure data quality. Ensuring data model flexibility to accommodate organizational changes.	Customize data fields to suit specific business require- ments Implementing data validation rules to ensure data quality Ensuring data model flexibility to accommodate organiza- tional changes
Where can you edit the message that an approver receives during the workflow process? Please choose the correct answer. Response: In the E-Mail Notification Templates Settings tool In the Manage Organization, Pay and Job Structures tool In the Manage Workflow Requests tool In the Modify Form Route Map tool	In the E-Mail Notification Templates Settings tool
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 option will you configure in the workflow to achieve	Dynamic Group

this?Please choose the correct answer.

Response:

CC Role

Dynamic Group

THR81 Study online at https://quizlet.com/_g75yph	
Dynamic Group Permission Group Dynamic Role	
Which type of business rule is supported by the Event Reason Derivation Business Rule scenario?Please choose the correct answer. Response: OnEdit OnChange OnPostSave OnSave	OnSave
In SAP SuccessFactors, how can you ensure that an approval process is bypassed under certain conditions, such as minor data changes?Please choose the correct answer. Response: Use the "Auto-Approve" feature for minor changes Use conditional approval workflows Manually approve minor data changes without a workflow Set up a rule that bypasses the approval for specific changes	Use conditional approval workflows
Where do you set up concurrent employment for an employee? Please choose the correct answer. Response: Employment Information Add Employment Details Change Job Relationships Change Job and Compensation Information	Employment Information
Your customer wants you to create a custom field in the Succession Data Model that allows employees to add their	



three letter ISO country code to their profile. Which XML configuration correctly defines this field?Please choose the correct answer.

Response:

<hris-field max-length="3" id="custom-string1"
visibility="both" required="false" allow import="false" showTrailingZeros="false"><label>ISO
Code</label></hris-field>
<hris-field id="custom-long1" visibility="both" re-</pre>

quired="false" pii="3" allow- import="false" showTrail-ingZeros="false"><label>ISO Code</label></hris-field> <hris-field max-length="3" id="custom-long1" vis-ibility="both" required="false" allow- import="false" showTrailingZeros="false"><label>ISO

<hris-field max-length="3" id="custom-string1"
visibility="both" required="false" allow import="false" showTrailingZeros="false"><label>ISO
Code</label></hris-field>

What data elements are only valid for a generic object field? There are 2 correct answers to this question.

quired="false" pii="3" allow- import="false" showTrail-

ingZeros="false"><label>ISO Code</label></hris-field>

<hris-field id="custom-string1" visibility="both" re-</pre>

Response:

Code</label></hris-field>

String

Date

Auto Number

User

Auto Number User

Which feature in SAP SuccessFactors allows users to create custom objects without coding? Please choose the correct answer.

Response:

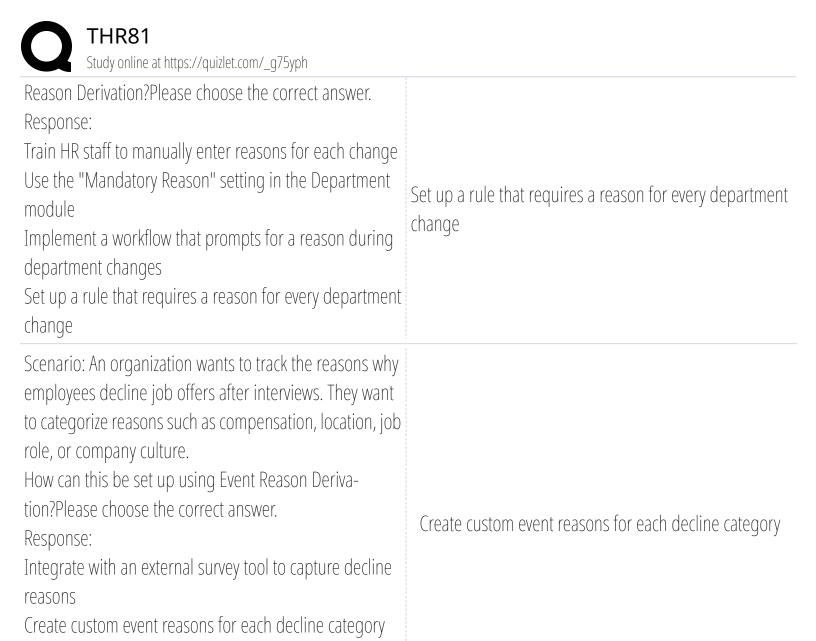
Custom Object Builder

Object Management Tool

Metadata Framework (MDF)

Object Designer Metadata Framework (MDF)	
In SAP SuccessFactors, how can you ensure that specific event reasons are available only for specific types of HR events?Please choose the correct answer. Response: Use the "Event Type Filter" setting Manually select event reasons for each HR event type Use the "Event Reason Scope" feature Implement a rule that checks event types before displaying reasons	Use the "Event Type Filter" setting
What field attribute do you use to mask a sensitive field on a screen?Please choose the correct answer. Response: visibility pii type id	pii
How do you enable Position Management? There are 3 correct answers to this question. Response: Enable Generic Objects in Provisioning Add the Position field to the Succession Data Model Add the Position Object in the Corporate Data Model. Enable Position Management in Provisioning Add the Position field to the Corporate Data Model	Enable Generic Objects in Provisioning Add the Position filed to the Succession Data Model Enable Position Management in Provisioning
Scenario: A company wants to ensure that any change in an employee's department is documented with a specific reason, whether it's a promotion, lateral move, or demo-	

tion. How can this requirement be enforced using Event



The Time Off policies for a company are different countries. The Time Off policies also vary between the user groups in each country.

Use the standard Job Offer module in SAP SuccessFactors

Manually categorize declines based on feedback forms

Which fields need to be maintained in Job Information - Time information section for the correct setup of Time Off functionality? There are 3 correct answers to this question. Response:

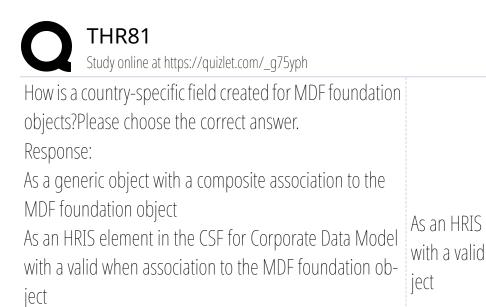
Accrual Rule

Work Schedule

Holiday Calendar

Work Schedule Holiday Calendar Time Type Profile

THR81 Study online at https://quizlet.com/_g75yph	
Time Type Profile Time Account Type	
When troubleshooting Event Reason Derivation, which of the following is a common issue you might encounter? Please choose the correct answer. Response: Event reasons not appearing in reporting. Inability to link event reasons with job information. Incorrect event reasons derived for global assignments. Event reasons triggering incorrect workflows.	Event reasons triggering incorrect workflows
How many business rules must be created a set up a "catch all" workflow for the job information portlet?Please choose the correct answer. Response: 3 2 1 4	1
In SAP SuccessFactors, how can an organization ensure that a custom generic object is integrated with specific workflows?Please choose the correct answer. Response: Manually trigger the workflow when the generic object is updated Use the "Object-Workflow Integration" feature Link the generic object to the desired workflow using the Metadata Framework (MDF) Implement a business rule that connects the object and workflow	Metadata Framework (MDF)



As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object

Scenario: An organization wants to set up a workflow that sends a notification to the Finance department whenever an employee's salary changes. Which tool in SAP SuccessFactors can achieve this?Please choose the correct answer.

As an HRIS element in the Corporate Data Model with a

As a generic object with a valid when association to the

composite association to the MDF foundation object

Response:

Employee Central Workflow Configuration

Finance Notification Builder

Salary Change Notifier

MDF foundation object

Compensation Monitor

Employee Central Workflow Configuration

How do you set the current and future managers of an employee as approvers in a workflow? There are 2 correct answers to this question.

Response:

For future manager, set Context: Target For future manager, set Context: Source For current manager, set Context: Target For current manager, set Context: Source For future manager, set Context: Target For current manager, set Context: Source



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.

Response:

Pay component group

Pay component

Pay range

Pay grade

Pay range

Which of the following actions can you complete in the position organization chart? There are 3 correct answers to this question.

Response:

Search by an employee's name.

View the positional hierarchy at a certain point in time.

Add a new employee

Add a higher-level position.

Show inactive positions

Search by an employee's name View the positional hierarchy at a certain point in time Show inactive positions

Event Reason and Workflow Derivation have been set up for a customer. The customer is using the Mass Changes tool to move 1000 employees to another location, but they do NOT want the change to trigger a workflow? How is this handled?Please choose the correct answer. Response:

Deactivate the workflow referenced in the rule Set the Rule Context for Mass Changes to NO Set the Rule Context for Mass Changes to YES Deactivate the rule that would trigger the workflow Deactivate the rule that would trigger the workflow

Alert Notification is supported in which entities? There are 2 correct answers to this question.

THR81 Study online at https://quizlet.com/_g75yph	
Response: Personal Information Pay Component Recurring Job Information Address Information	Pay Component Recurring Job Information
Which are possible file formats used in Ad Hoc Report?Please select all the correct answers that apply. Response: PDF PPT Excel CSV	PDF PPT Excel CSV Score 1 of 1
A customer has decided they will NOT use the standard weekly hours field on the Foundation Object Legal Entity in their implementation. What is the SAP SuccessFactors recommendation to configure this field?Please choose the correct answer. Response: Set the status of the field to inactive Delete the field from the list of fields Set the visibility of the field to none Delete the association to the field	Set the visibility of the field to none
Scenario: An organization wants to automatically assign a reason when an employee's job function changes from	

Scenario: An organization wants to automatically assign a reason when an employee's job function changes from "Sales" to "Marketing". Which tool in SAP SuccessFactors facilitates this?Please choose the correct answer.

Response:

Position Management Tool

Role-Based Permissions

Event Derivation Rule Builder

Job Change Wizard

Event Derivation Rule Builder



How do you configure alert recipients? Please choose the correct answer.

Response:

Recipients are configured within the EC Alert Business Rule

Recipients are configured as workflow contributors.

Recipients are configured in Manage Data.

Recipients are configured as workflow approvers.

Recipients are configured as workflow approvers

Which configuration sections are available when a generic object definition is created using the Metadata Framework? There are 3 correct answers to this question.

Response:

Picklist Values

Security

Associations

Configuration UI

Searchable Fields

Security
Associations
Searchable Fields

How does the system validate the destination object for composite associations? Please choose the correct answer.

Response:

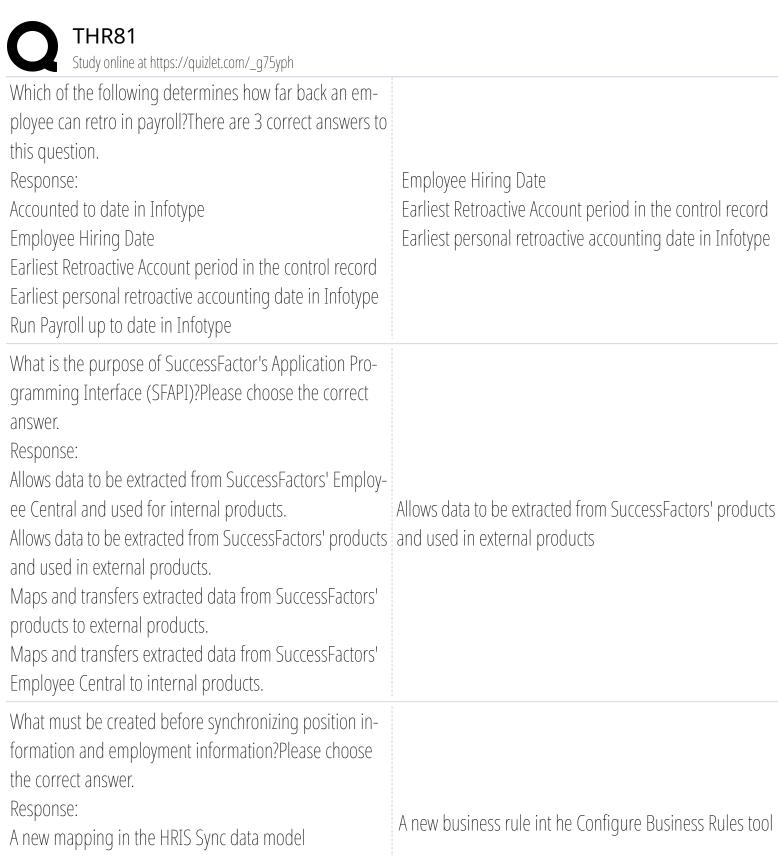
The system validates if the destination object has an effective dating set to None.

The system validates if the destination object has an effective dating set to From Parent tive dating set to From Parent.

The system validates if the destination object has an effective dating set to Basic.

The system validates if the destination object has an effective dating set to Multiple Changes Per Day.

The system validates if the destination object has an effective dating set to From Parent



A new association in the Position generic (MDF) object A new business rule in the Configure Business Rules tool. A new job in the Manage Scheduled jobs tool

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

THR81 Study online at https://quizlet.com/_g75yph Response: Hire Termination Transfer Data change	Termination Data Change
What are the types of Multiplicities available to configure associations? There are 2 correct answers to this question. Response: Many to One One to Many Many to Many One to One	One to Many One to One
Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue? There are 3 correct answers to this question. Response: Find the picklist ID for the Suffix field in the data model. Check the picklist values for the picklist ID for the Suffix field. Check the employee data import file. Check the employee data using the employee export. Create a new Personal Information dated record to reset the Suffix field.	Find the picklist ID for the Suffix field in the data model. Check the picklist values for the picklist ID for the Suffix field. Check the employee data import file.
Which object supports partial imports? There are 2 correct answers for this question	

Response:

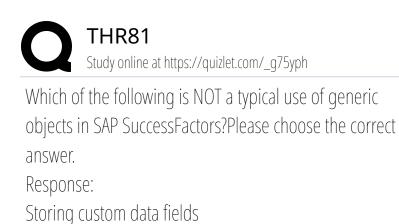
Job Relationships

Employment Details

Job History

Addresses

Job History



Customizing the user interface

Managing custom workflows

Defining new HR processes

Customizing the user interface

How do you add another approver to an in-progress workflow? Please choose the correct answer.

Response:

Go to Manage Route Map to divert the request to another approver.

Go to Auto Delegate to assign a new approver.

Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.

Go to Manage Workflow Request to insert a new approver.

A label for one field in Job Info element is NOT translated, while all other field labels are translated. An employee has selected the German language in their system.

What happens when this employee views the untranslated field? Please choose the correct answer.

Response:

The employee will see the field with a blank label.

The employee will NOT see the field.

The employee will see the default label.

The employee will see an error message.

Go to Manage Workflow Request to insert a new approver

The employee will see the default label

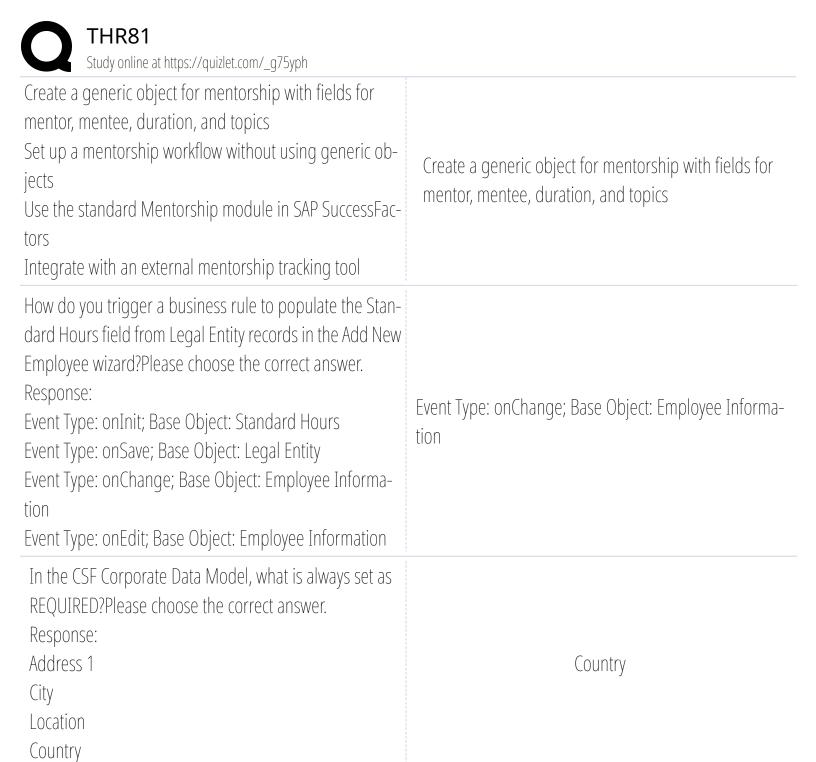
Scenario: A company wants to set up a feedback system where employees can submit feedback on internal training sessions. They want to capture the training topic,

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feedback text, and a rating. How can this be set up using generic objects?Please choose the correct answer. Response: Set up a feedback workflow without using generic objects Create a generic object for feedback with fields for training topic, feedback text, and rating Use the standard Feedback module in SAP SuccessFactors Integrate with an external feedback collection tool	Create a generic object for feedback with fields for training topic, feedback text, and rating
Which of the following is not a Foundation Object?Please choose the correct answer. Response: Job Information Pay group Department Frequency Legal Entity	Frequency
What is the identifier that represents the employment of an employee? Please choose the correct answer. Response: Person ID User ID Job Code ID Position ID	User ID
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. Response:	/97

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The Cost Center HRIS element must be set to required = "false". The Cost Center field in the Job Info element must be set to required = "false". The Cost Center HRIS element must be set to visibility = "none". The Cost Center field in the Job Info element must be set to visibility = "none".	The Cost Center field in the Job Info element must be set to visibility = "none".
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? Please choose the correct answer. Response: Set Mass Changes rule context to No. Set Mass Changes rule context to Yes. Set Imports rule context to No. Set Imports rule context to Yes.	Set Mass Changes rule context to NO
How can an organization ensure that data entered into a custom generic object is validated for accuracy and consistency? Please choose the correct answer. Response: Use the Data Validation feature in the Metadata Framework (MDF) Rely on system-generated error messages for the generic object Manually review all data entries in the generic object Implement a third-party data validation tool	Use the Data Validation feature in the Metadata Framework (MDF)
Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the sys-	

tem?There are 2 correct answers to this question.

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Response: Import picklists. Configure role-based permissions. Import employee data. Configure the Corporate Data Model and the Succession Data Model.	Import picklists Configure the Corporate Data Model and the Succession Data Model
In Employee Central, which of the following can be configured using Business Rules?Please choose the correct answer. Response: Employee self-service portals Data privacy settings Automated workflow triggers Data privacy settings Time-off approvals Position-to-job mappings	Automated workflow triggers
What tool can be used to enable employees to initiate changes to their own employee data? Please choose the correct answer. Response: Manage Permission Roles Manage Organization, Pay and Job Structures Configure Employee Files Define Employee Fields	Manage permission roles
Scenario: A company wants to set up a mentorship program where employees can register as mentors or mentees. They want to track the pairs, duration of mentorship, and topics covered. How can this be set up using generic objects?Please choose the correct answer. Response:	797



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

paycompvalue

frequency

value

value pay-date pay-component-code

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.

Response:

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Search for "Address 4" in the XML and change the requirement Search for "Address 4" in the XML and change the visibility Delete the entire country and start over Search for "Address 4" in the XML and change the label	Search for "Address 4" in the XML and change the visibility
What is the correct definition for self-service? Please choose the correct answer. Response: A feature that allows managers to initiate employee changes without HR assistance. A feature that allows employees to change their own employment information in the system. A feature that allows employees to initiate or complete transactions for an employee file without HR assistance. A feature that allows employees to alert HR Managers of a necessary data change	A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.
In Employee Central, what is the purpose of the Job Information portlet? Please choose the correct answer. Response: To manage time-off policies To manage employee personal information To configure organizational charts To define job-related information for employees To store payroll data	To define job0related information for employees
What Employee Central component is found in the Corporate Data Model?Please choose the correct answer. Response: Foundation objects Employee data fields	Foundation objects

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Generic objects Role-based permissions	
In SAP SuccessFactors, what is the primary purpose of the Scenario Approvals for Self-Service functionality?Please choose the correct answer. Response: To automate the approval of all HR requests To set up multi-step approval processes for HR scenarios To allow employees to approve their own HR requests To track and report on approval scenarios	To set up multi-step approval processes for HR scenarios
What is a key feature of the Employee Central module that helps in maintaining organizational structure?Please choose the correct answer. Response: Position Management Comprehensive leave and absence management Advanced analytics and reporting	Position Management

Scenario: An organization wants to ensure that any employee reaching the age of 60 is automatically enrolled in a retirement benefits program. How can this be enforced using business rules in SAP SuccessFactors? Please choose the correct answer.

Customizable workflows for recruitment processes

Response:

Employee self-service portal

Use the Retirement Benefits module to manage automatic enrollments

Manually enroll employees in the retirement benefits program upon reaching age 60

Implement a rule that checks the age of the employee and

Implement a rule that checks the age of the employee and enrolls them in the retirement benefits program

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enrolls them in the retirement benefits program Integrate with an external benefits management system	
Which of the following is a key advantage of implementing event reason derivation in SAP SuccessFactors?Please choose the correct answer. Response: Reducing manual data entry errors Streamlining and automating HR processes Enforcing organizational policies and logic	Streamlining and automating HR processes

Enhancing data security through controlled access