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C_THR81_2505

SAP Certified Associate - SAP SuccessFactors Employee Central Core



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Product Version

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Latest Version: 7.3

Subjects

1. Employee Central Core
2. Position Management
3. Scenario 1: HR Transaction Rules
4. Scenario 2: Approvals for Self-Service

Topic: 1
Employee Central Core

Question: 1

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

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

Answer: B

Employee Central Core

Question: 2

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

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

Answer: A

Employee Central Core

Question: 3

What is the four-eye principle in workflows?

- A. It skips the succeeding approvers when there are more than four approvers in a workflow.
- B. It prevents workflows from having more than four approvers.
- C. It requires workflows to have at least four approvers.

D. It prevents the initiator from being an approver.

Answer: D

Employee Central Core

Question: 4

Which rule scenario in SAP SuccessFactors Employee Central can you use to display warning messages for HRIS Elements?

- A. Validate HRIS Elements
- B. Generate Employee Central Alerts
- C. Trigger onSave rules for HRIS Elements
- D. Trigger onChange rules for HRIS Elements

Answer: A

Employee Central Core

Question: 5

What happens when the Auto-Delegation by Group workflow is configured?

- A. Approvers can delegate workflows to more than one person.
- B. Delegates can send back requests in groups.
- C. Delegates can approve workflows in groups.
- D. Approvers can create delegate groups.

Answer: A

Employee Central Core

Question: 6

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

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

Answer: C

Employee Central Core

Question: 7

How do you configure the data models to create a one-to-many association between location and legal entity? Note: There are 2 correct answers to this question.

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

Answer: A, B

Scenario 2: Approvals for Self-Service

Question: 8

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

A.

ⓘ This rule is always true.
To add an expression please uncheck the Always True checkbox.

B.

Personal Information Model.Event Date.Value is equal to Today()

C.

Context.Current User is equal to Login User()

D.

Context.Current User is not equal to Null

Answer: C

Scenario 2: Approvals for Self-Service

Question: 9

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?
Refer to the screenshot to answer the question.

Workflow Configuration

The screenshot shows the 'Workflow Configuration' interface. At the top, there are input fields for 'Workflow ID', 'Name', and 'Description'. Below these is a dropdown menu for 'Future Dated Alternate Workflow' set to 'No Selection'. Underneath, there are several configuration sections for 'Step 1':

- Approver Type ***: Includes 'Approver Role *', 'Edit Transaction', 'Context', 'Relationship to Approver', 'No Approver Behavior', and 'Respect Permission'.
- Workflow Contributor**: Includes 'Contributor *', 'Relationship to Approver', 'Context', and 'Respect Permission'.
- CC Role**: Includes 'CC Role Type *', 'CC Role *', 'Relationship to Approver', 'Context', 'Respect Permission', and 'Email Template Group'.

- A. Edit Transaction
- B. Respect Permission
- C. Context
- D. No Approver Behavior

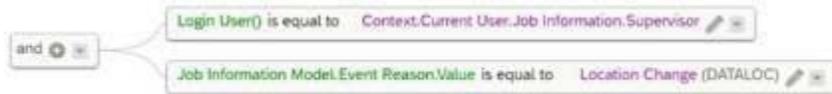
Answer: A

Scenario 2: Approvals for Self-Service

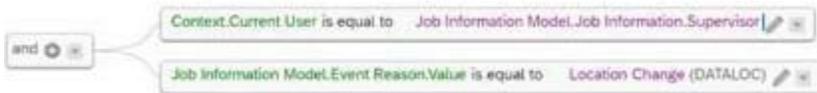
Question: 10

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location. How do you create the IF condition for the workflow derivation rule to meet the above requirements?

A.



B.



C.



D.



Answer: A

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