



SAP

C_THR81_2405

Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core

Questions & Answers PDF

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Managing Clean Core

Question: 1

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

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

Answer: B, C, E

Managing Clean Core

Question: 2

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

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

Answer: A, D

Managing Clean Core

Question: 3

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

Managing Clean Core

Question: 4

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. It can be accessed by using SAP For Me.
- C. Customers can grant access to the dashboard to partners.
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: B, D

Topic: 2

Position Management

Question: 5

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- B. Create a job requisition for a vacant position
- C. Nominate a successor for a position
- D. Mass copy positions
- E. Add a lower-level position

Answer: B, D, E

Position Management

Question: 6

Which of the following processes in Position Management are controlled from Position Management Settings? Note: There are 3 correct answers to this question.

- A. To Be Hired Status Adaptation
- B. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- C. Follow Up Activity in Position
- D. Move Position with Supervisor on Job Information change
- E. Automated Daily Hierarchy Adaptation

Answer: A, B, D

Position Management

Question: 7

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

The screenshot shows a business rule definition interface. At the top, there is a header 'If' and a message: 'This rule is always true. To add an expression please uncheck the Always True checkbox.' Below this, there is a 'Then' section containing a list of 15 'Set' actions. Each action is a block with a green 'Set' label, a green field name, and a purple value. The actions are: 'Set New Position.Company to be equal to Source Position.Company', 'Set New Position.Business Unit to be equal to Source Position.Business Unit', 'Set New Position.Division to be equal to Source Position.Division', 'Set New Position.Department to be equal to Source Position.Department', 'Set New Position.Cost Center to be equal to Source Position.Cost Center', 'Set New Position.Employee Class to be equal to Source Position.Employee Class', 'Set New Position.Job Code to be equal to Source Position.Job Code', 'Set New Position.Job Level to be equal to Source Position.Job Level', 'Set New Position.Location to be equal to Source Position.Location', 'Set New Position.Pay Grade to be equal to Source Position.Pay Grade', 'Set New Position.Regular/Temporary to be equal to Source Position.Regular/Temporary', 'Set New Position.FTE to be equal to Source Position.FTE', 'Set New Position.Incentive Plan to be equal to Source Position.Incentive Plan', 'Set New Position.Parent Position to be equal to Source Position.Parent Position', and 'Set New Position.wfConfig to be equal to Data Change(DTACHNG)'.

- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The Parent Position field should NOT be included in the business rule.
- C. The Company field should NOT be included in the business rule.
- D. The workflow configuration should NOT be included in the business rule.

Answer: A, D

Position Management

Question: 8

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- D. The target FTE is checked to prevent the position from being understaffed.

Answer: D

HR Transaction Rules

Question: 9

Your customer would like to automate its company's HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions. You are asked to create the following rules based on your customer's requirements:

- Three event reason derivation rules (ERD1, ERD2, ERD3)
- A separate catch-all event reason derivation rule (ERD-Catch)
- A workflow derivation rule based on event reasons (WFD)
- A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default_JobClass)
- A rule to use AddressChange workflow for any address change requests (WFD_Address)
- A cross-entity rule to auto-calculate

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. ERD-Catch, ERD1, ERD2, ERD3, WFD
- D. ERD1, ERD2, ERD3, ERD-Catch, WFD

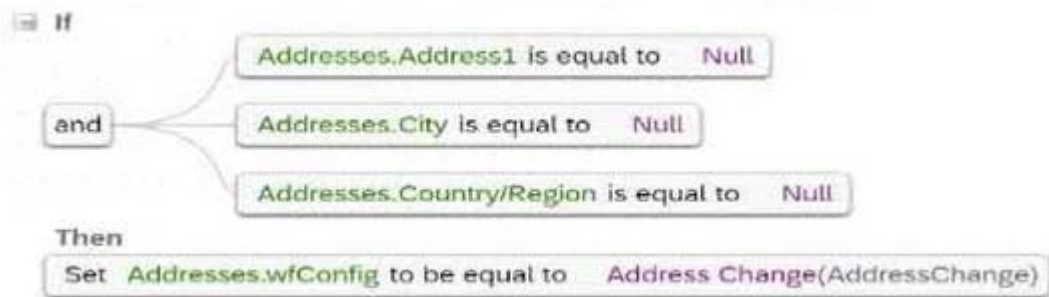
Answer: D

HR Transaction Rules

Question: 10

Which clause meets the WFD_Address rule requirement?

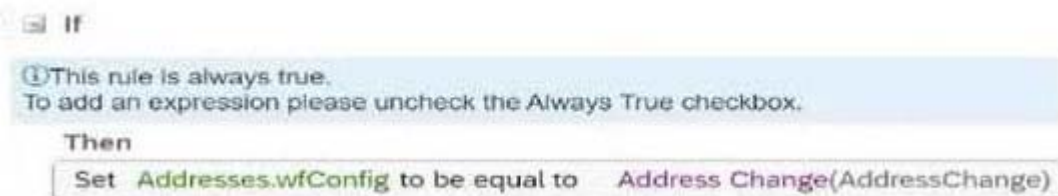
- A.



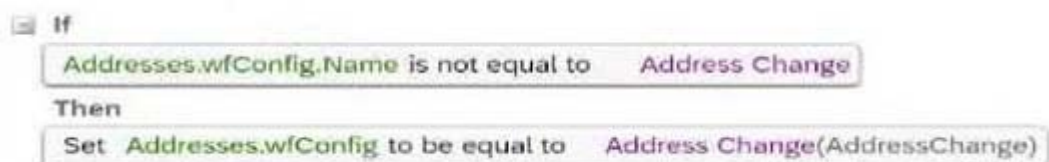
B.



C.



D.



Answer: C



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