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**Exam** : **C\_THR81\_2211**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
Employee Central Core  
2H/2022

**Vendor** : SAP

**Version** : DEMO

**NO.1** How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

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

**Answer:** A

**NO.2** Which object supports &&NO\_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

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

**Answer:** B,C

**NO.3** In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Classification field value is keyed in for an employee. How will you achieve this? Note: There are 2 correct answers to this question.

- A. Create a business rule with Job Information as the base object.
- B. Add an onChange rule trigger to the job-code HRIS field in the Succession Data Model.
- C. Add an onSave rule trigger to the jobInfo HRIS element in the Succession Data Model.
- D. Create a business rule with Job Classification as the base object.

**Answer:** A,B

**NO.4** 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? Note: There are 2 correct answers to this question.

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

**Answer:** B,D

**NO.5** You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language. Where do you add the translations?

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

**Answer:** B

**NO.6** Which event is NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Data change
- B. Hire
- C. Termination
- D. Transfer

**Answer:** B,C

**NO.7** A customer needs to create a custom field that appears only for Legal Entity records with a country of France. How do you create the required field?

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

**Answer:** B

**NO.8** What field of the country-specific Corporate Address element is required in the Corporate Data Model?

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

**Answer:** D