



ITTEST

QUESTION & ANSWER

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Exam : **C_THR81_2311**

Title : SAP Certified Application
Associate - SAP
SuccessFactors Employee
Central Core 2H/2023

Version : DEMO

1.Foundation Objects

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

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

Answer: B, C, D

2.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?

- A. Dynamic Role
- B. Dynamic Group
- C. Role
- D. Manager

Answer: A

3.Which object requires entity-type to be configured in HRIS sync mapping?

- A. foObjectID column
- B. externalCode column
- C. foField column
- D. value.locale column

Answer: D

4.How is the event reason derived when a business rule is enabled for import?

- A. The event reason indicated in the import overrides the onSave ERD rule
- B. The event reason must be selected manually
- C. The onSave ERD rule overrides the event reason value indicated in the import file
- D. The event reason is derived using the catch all rule

Answer: A

5.Workflow Configuration

How do you configure alert recipients?

- A. Recipients are configured within the EC Alert Business Rule
- B. Recipients are configured in Manage Data
- C. Recipients are configured as workflow contributors
- D. Recipients are configured as workflow approvers

Answer: D