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Latest Exam Guide & Learning Materials

**Exam** : **C-THR81-1505**

**Title** : SAP Certified Application  
Associate - SuccessFactors  
Employee Central Q2/2015

**Vendor** : SAP

**Version** : DEMO

NO.1 What field attribute do you use to mask a sensitive field on a screen?

Please choose the correct answer.

Response:

- A. visibility
- B. pii
- C. type
- D. id

**Answer:** B

NO.2 Which reporting feature allows you to manipulate the relationships between tables in a query?

Please choose the correct answer.

Response:

- A. Advanced join editor
- B. Calculated column
- C. Filter
- D. Report distributor

**Answer:** A

NO.3 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:

- A. Create two hire event reasons.
- B. Connect each workflow to each hire event.
- C. Connect each workflow to each hire event reason.
- D. Create two hire events.

**Answer:** A,C

NO.4 Where do you set up concurrent employment for an employee?

Please choose the correct answer.

Response:

- A. Change Job Relationships
- B. Employment Information
- C. Change Job and Compensation Information
- D. Add Employment Details

**Answer:** B

NO.5 You need to change the Employee Central job information for several employees using Import Employee Dat

a.Where can you export the employees' current job information?

There are 2 correct answers to this question.

Response:

- A.Analytics > Analytics > Detailed Reporting

B.Analytics > Reporting > Ad Hoc Reports

C.Analytics > Reporting > List Views

D.Admin Tools > Employee Export

**Answer:** A,B

NO.6 How do you configure the Auto Delegate feature for workflows?

There are 2 correct answers to this question.

Response:

A. Configure the "Is Delegate Supported" field in the XML for the workflow rules.

B. Set the "Is Delegate Supported" field to "Yes" in the workflow configuration.

C. Configure auto delegation by creating a new rule in the Rules Engine tool.

D. Configure the "Is Delegate Supported" field in the Corporate Data Model.

**Answer:** B,D

NO.7 Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.

```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.position" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <lesser id="jobInfo.pay-grade.paygradeLevel"/>
      <equal id="jobInfo.location" inverse="true"/>
      <equal id="jobInfo.manager-id" inverse="true"/>
    </or>
  </conditions>
</rule>

<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.cost-center" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <equal id="jobInfo.department" inverse="true"/>
      <equal id="jobInfo.pay-grade" inverse="true"/>
    </or>
  </conditions>
</rule>
```

Response:

A. Rule A triggers instead of Rule B when an employee's job code changes.

- B. Rule B is incorrectly formatted.
- C. Rule B is more restrictive than Rule A.
- D. Rule A always triggers instead of Rule B when an employee's pay grade changes.

**Answer:** A

NO.8 What is the purpose of SuccessFactor's Application Programming Interface (SFAPI)?  
Please choose the correct answer.

Response:

- A. Allows data to be extracted from SuccessFactors' Employee Central and used for internal products.
- B. Allows data to be extracted from SuccessFactors' products and used in external products.
- C. Maps and transfers extracted data from SuccessFactors' Employee Central to internal products.
- D. Maps and transfers extracted data from SuccessFactors' products to external products.

**Answer:** B

NO.9 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:

- A. Employment Details
- B. Job Information
- C. Personal Information
- D. Employee Information

**Answer:** D

NO.10 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:

- A. Employee Data
- B. Manage User
- C. Manage Foundation Objects
- D. Employee Central Effective Dated Entities

**Answer:** D