

SAP.C-THR81-2105.v2022-05-21.q107

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NEW QUESTION: 1

What value do you enter in the manager field when importing employee data? Please choose the correct answer.

- A. Manager's user name
- B. Manager's user ID
- C. Manager's employee ID
- D. Manager's e-mail address

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 2

In which of the following scenarios will you use the Rule Event Type onChange?

- A. Business Rule is triggered when a portlet is saved
- B. Business Rule is triggered when a field value is changed
- C. Business Rule is triggered when a change to Job Information record is saved
- D. Business Rule is triggered when a portlet is loaded

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 3

Which user interfaces are used by the Payroll Manager? There are 3 correct answers to this question.

- A. My Alerts

- B. Unassigned Alerts
- C. Manage Policies
- D. My Processes
- E. Manage Processes

Answer: C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 4

In which formats can you export reports built in the online report designer (ORD)? There are 2 correct answers to this question.

- A. Microsoft PowerPoint (.pptx)
- B. Text (.bet)
- C. Comma Separated Values
- D. Microsoft Excel (.xlsx)

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 5

You can create foundation object records with dates in the past, present, or future.

- A. False
- B. True

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

Where can a user delegate some tasks to another user in an instance? Please choose the correct answer.

- A. In Options --> Assign Proxy
- B. In Manage Data
- C. In Options -> Notifications
- D. In Manage Organization, Pay and Job Structures

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

What is the correct definition for self-service? Please choose the correct answer

- A. A feature that allows employees to alert HRManagers of a necessary data change.
- B. A feature that allows managers to initiate employee changes without HR assistance
- C. A feature that allows employees to initiate or complete transactions for an employee file without HR ^ assistance.
- D. A feature that allows employees to change their own employment information in the system

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 8

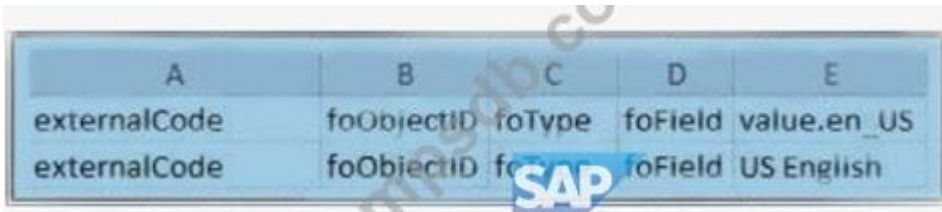
What is Generic ObjectFoTranslation used for in Employee Central? Please choose the correct answer.

- A. Totranslate MDF FO records
- B. To translate any Generic Object records in the instance
- C. To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
- D. To translate records for FOs that are defined in the Corporate Data Model

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 9

Your customer wants Foundation Object data to be translated. You provide the customer with the FoTranslation_MDFExport file to begin the translation process (as shown in the attached screenshot). Which column in the export file must you complete?



A	B	C	D	E
externalCode	foObjectID	foType	foField	value.en_US
externalCode	foObjectID	foField	US English	

Please choose the correct answer.

- A. value
- B. foType
- C. externalCode
- D. foField

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 10

Your customer wants to grant restricted proxy rights to their HR Department to act on behalf of employees belonging to their legal entity. How can you perform this requirement There are 2 correct answers to this question.

- A. Use the Manage Permission Roles tool to grant proxy rights to the HR Department.
- B. Fill the PROXY column of the Basic Import template to match the requirements and import the file using the Import Employee Data tool.
- C. Use the Proxy Management tool to configure the requested proxy assignments.
- D. Fill the Basic Import template with the requested proxy configuration and import the file using the Import and Export Data tool.

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 11

Which of the following portlets use effective dating? There are 2 correct answers to this question.

- A. Contact Information
- B. Employment Details

C. Personal Information

D. Job Information

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 12

Whatschema or report definition type is used to find all promotions during a specific time period?

Please choose the correct answer.

A. Job Information (Date Range)

B. Employee Central

C. Recurring Compensation Information (Date Range)

D. Person and EmploymentAudit

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 13

You have configured a custom field in the Employment Information porlet of the Succession Data Model as follows:

You access the employee file and the field isNOT visibke,

What is the most likely issue?

A. The picklist ID is incorrect

B. The RBP permissions are incorrect

C. The picklist syntax is incorrect

D. The field visibility attribute is incorrect

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 14

What tasks can be performed on the Benefits Admin Overview page?

There are 2 correct answers to this question.

A. Associate workflows to benefits

B. Enroll employees in benefits

C. Set up benefit permissions

D. Create and edit benefits

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 15

How do you translate the label for the Legal entity object so that users in different countries can see the label on their own language?

Please choose the correct answer.

A. Update the 'xml:lang' attribute in the CSF Corporate Data Model.

B. Update the 'xmklang' attribute in the Corporate Data Model.

C. Update the label in Configure Object Definitions.

D. Update the label in Text Replacement.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 16

You need to change the Employee Central job information for several employees using Import EmployeeData.

Where can you export the employees' current job information? There are 2 correct answers to this question.

- A. Analytics > Reporting > Ad Hoc Reports
- B. Admin Tools > Employee Export
- C. Analytics > Reporting > List Views
- D. Analytics > Analytics > Detailed Reporting

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

You configure the hris-element personInfo with the following XML. What field is masked in the portlet?

Please choose the correct answer

```
<hris-element id="personInfo">
  <label>Person Info</label>
  <hris-field max-length="32" id="person-id-external" visibility="both" required="true">
    <label>Person Id</label>
  </hris-field>
  <hris-field id="date-of-birth" visibility="both">
    <label>Date Of Birth</label>
  </hris-field>
  <hris-field max-length="128" id="birth-name" visibility="both" pii="true">
    <label>Birth Name</label>
  </hris-field>
  <hris-field max-length="100" id="country-of-birth" visibility="view">
  </hris-field>
  <hris-field max-length="100" id="place-of-birth" visibility="none">
    <label>Place Of Birth</label>
  </hris-field>
  <hris-field id="date-of-death" visibility="view">
    <label>Date of Death</label>
  </hris-field>
</hris-element>
```

- A. Place of Birth
- B. Date of Death
- C. Person Id
- D. Birth Name

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 18

You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president. What workflow feature would you configure to meet this requirement? Please choose the correct answer.

- A. CC role
- B. Workflow contributor
- C. Dynamic role
- D. Workflow group

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

Your client informs you that they require an additional Rule Type for their Business Rules in the Production instance. What tool will you use to add this new Rule Type value? Please choose the correct answer.

- A. Picklist Mappings
- B. Picklist Management
- C. Configure Object Definitions
- D. Configure Business Rules

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 20

A label for one in JobInfo element is not translated while all other field labels are translated. An employee has selected the German language in their system.

What happens when this employee views the untranslated field?

Please choose the correct answer.

- A. The employee will see an error message
- B. The employee will see the field with a blank label
- C. The employee will see the default label
- D. The employee will NOT see the field

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 21

When creating field for a generic (MDF) object, which data types require a valid values source?

There are 3 correct answers to this question.

- A. Translatable
- B. Generic Object
- C. User
- D. Foundation Object
- E. Picklist

Answer: B,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 22

Which Foundation Objects are configured in the Corporate Data Model? There are 3 correct answers to this question.

- A. Event Reason
- B. EH Pay Range
- C. Location
- D. Cost Center
- E. BusinessUnit

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 23

In your implementation project, the client gives you a requirement to automatically fill the Pay Grade field in the Job Information portlet after Job Classification field value is keyed in for an employee. How will you achieve this? Note: 2

- A. Create a business rule with the base object Job Information
- B. Add a propagate foundation-element-id entry in the HRIS Propagation XML file
- C. Add an onSave rule trigger to the jobInfo hris-element in the Succession Data Model
- D. Add an onChange rule trigger to the job-code-hris-field in the Succession Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component.

What is a possible reason that the customer is experiencing this problem?

Please choose the correct answer.

- A. The "Bonus" pay component has a different frequency than the "Total Target Compensation" pay ^ component group.
- B. The "Bonus" pay component also has an association to another pay component group.
- C. The "Bonus" pay component has a different currency than the "Total Target Compensation" pay ^ component group
- D. The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay V O component group.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 25

Which of the following can employees add in the Personal Information section for SAP SuccessFactors Employee Central (EC)?

- A. National ID information

- B. Job history
- C. Spot Bonus
- D. Dependent information

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

What is a Foundation Table? Please choose the correct answer.

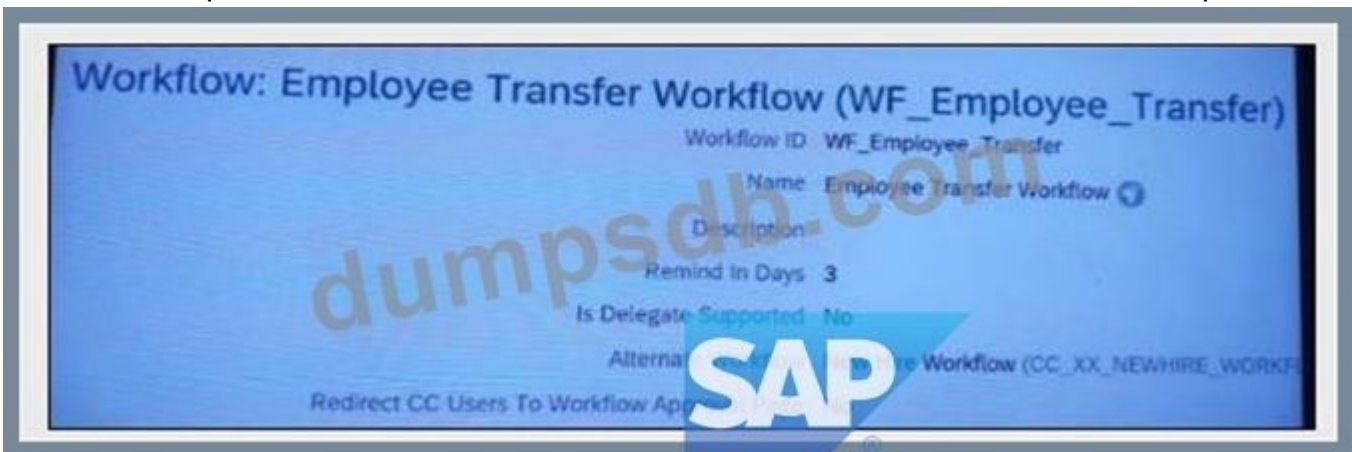
- A. A table for effective dating
- B. A table for employee information
- C. A table to capture a company's organization, pay, and job structures
- D. Propagation

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

Your client is live with the 'Employee Transfer' process in the Production instance. The workflow, as shown in the screen shot, is triggered when transfer of an employee is initiated.

What is the expected behavior of this workflow? There are 2 correct answers to this question.



- A. If an approver of WF_Employee_Transfer does not take any action for 3 days, a reminder notification is sent by the system
- B. WF_Employee_Transfer is not triggered if the transfer date of the employee is in the future
- C. The initiator of 'Employee Transfer1 process is given an option to choose 'NewHire Workflow1 as an alternate workflow to WF_Employee_Transfer
- D. An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 28

A customer plans to have time off settings for individual employees. What do you do achieve this? There are 2 correct answers to this question.

- A. If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the work schedule.

B. To actually create accrual bookings, you need to create and run a time off calendar with scenario leave balance.

C. If you want to have accruals created automatically for your employees, you need to define a rule and assign this rule to the time account type.

D. For each leave type, you create a time type, specifying, for example, the workflow needs for this particular leave type.

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 29

Foundation Tables are categorized into which of the following? Please choose the correct answer.

A. Legal Entity, Business Unit, Division

B. Organization, Job Information, Pay Structures

C. Pay, Organization, People Structures

D. Pay, Job, Organization Structures

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 30

The audit trail shows proxies.

A. True

B. False

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 31

How do you enable a Company Structure Overview? There are 3 correct answers to this question.

A. Configure the Company Structure Definition record

B. Configure the new field in the Legal Entity records

C. Add a field to the Legal Entity in Configure ObjectDefinitions

D. Enable the feature in Manage Employee Central Settings

E. Assign permissions to the company structure objects

Answer: A,D,E ([LEAVE A REPLY](#))

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NEW QUESTION: 32

What is the function of the icon shown in the attached diagram?

Please choose the correct answer.



- A. Displays the list of workflow approvers for the hiring event.
- B. Provides help text with details of the field.
- C. Provides translations of the foundation object label
- D. Changes the event reason.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 33

Which rule event type do you use to trigger a rule when the portlet or page is first loaded?

- A. onSave
- B. onChange
- C. onView

Answer: C (LEAVE A REPLY)

NEW QUESTION: 34

Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.

- A. Legal Entity (hris-element-id:company)
- B. Job Information (hris-element-id: jobInfo)
- C. Employment Details (hris-element-id: employmentInfo)

D. Division (hris-element-id: division)

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 35

You have a requirement to trigger workflows when importing data for jobInfo portlet. In order to configure this in the Role-Based Permissions, you navigate to Admin Center --> Manage Permission Roles --> Permissions.

Where will you set this permission? Please choose the correct answer.

- A. Administrator Permissions --> Employee Central Import Settings
- B. User Permissions --> Employee Central Import Entities
- C. User Permissions --> Employee Central Effective Dated Entities
- D. Administrator Permissions --> Manage Workflows

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 36

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>
```



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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 37

The HR Representative for employees in the Sales department has changed. How does SAP recommend that you make this change to the job relationships in the system? There are 2 correct answers to this question.

- A.** Update the picklist file and use the Picklist Management tool to import the HR Representative
- B.** Use the Manage Permission Roles tool to allow the new HR Representative to access the Sales department target population
- C.** Use the Manage Mass Changes tool to select the Sales department and change the value in the HR Representative field.
- D.** Update the employee data file and use the Import Employee Data tool to import this file.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

When creating a new Generic Object, you want to add a field that references a Legal Entity object. How do you configure this?

Please choose the correct answer.

- A.** Choose Foundation Object as data type for the new field and add LegalEntity as the valid values source
- B.** Choose Generic Object as data type for the new field and add LegalEntity as the valid values source
- C.** Set field ID to LegalEntity for the new field
- D.** Create an MDF Picklist of all Legal Entities and add it to the new field

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 39

What is the best definition for employee self-service (ESS)? Please choose the correct answer.

- A.** A feature that allows employees to change information in the system.
- B.** A feature that allows employees to initiate or complete personal data changes without HR assistance.
- C.** A feature that allows managers to initiate changes on behalf of their employees without HR assistance.
- D.** A feature that allows employees to inform their HR Representative of errors in the system

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

How do the Talent Approval group and the Finance Controller participate in the workflow shown in the attached screenshot? Please choose the correct answer.



- A.** - Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification when the workflow is completed.
- B.** - Anyone in the Talent Approval group can approve the workflow.
- The Finance Controller receives an e-mail notification after each approval step.
- C.** - Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification after each approval step.
- D.** - Anyone in the Talent Approval group can add comments.
- The Finance Controller receives an e-mail notification when the workflow is completed

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 41

Which field Data Types uses a Valid Value Source configuration in a generic object? Note: There are 3 correct answers to this question.

- A.** Data Source
- B.** Generic Obj
- C.** Foundation Obj
- D.** Attachment
- E.** Picklist

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 42

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.

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 43

How can you assign a business role to a business user? There are 2 correct answers to this question.

- A. Edit the fine tuning activity to add business roles
- B. Use the Mass Data Maintenance function for employees.
- C. Use the Employees and Users data migration template.
- D. Edit the accessrights of the business user

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

You are managing employee records. Due to reorganization, several employees from the Community Relations department in the location Atlanta are being assigned to a new division at the beginning of next year.

You have already created the future dated records in the job information portlet for those employees, including User A, as shown below.

User A is to be transferred from the location Atlanta to Charlotte on November 1, 2019. You insert a new Job Information record for User A with the Take Action command and change only the location to Charlotte. What are the new values for the Location and Division fields of the January 1, 2020 record? Note: There are 2 correct answers to this question.

Date	Location	Department	Division
January 1, 2019	Atlanta	Community Relations	Healthcare
January 1, 2020	Atlanta	Community Relations	Community Development

- A. Division: Healthcare
- B. Location: Atlanta
- C. Division: Community Development
- D. Location: Charlotte

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 45

Where do you create a new Event Reason? Please choose the correct answer.

- A. In the Event Reason Rules Derivation data model
- B. In the Manage Organization, Pay and Job Structures tool
- C. In the Configure Business Rules tool
- D. In the Manage Templates tool

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 46

Which of the following options can trigger a HRIS Sync? There are 3 correct answers.

- A. EC Data Import
- B. Update to EC Data
- C. HRIS Sync Job
- D. Update to Basic Employee Profile

Answer: A,B,C ([LEAVE A REPLY](#))

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NEW QUESTION: 47

To map the Foundation Table: Legal Entity to the HR Data: Legal Entity, you would use: Please choose the correct answer.

- A. <propagation-mapping foundation-field-'company.externalCode" hris-field-'jobInfo.company7>
- B. <propagation-mapping foundation-field-'Company.externalCode" hrisfield-1 jobInfo.Company"/>
- C. <propagation-mappingfoundation-field-'legalEntity.externalCode" hrisfield-1 jobInfo.legalEntity'7>
- D. <propagation-mapping foundation-field="company.legalEntityID" hris-field-'jobInfo.company"/>

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 48

Which of the following are benefits of using the Payroll Control Center compared to traditional payroll systems? There are 3 correct answers to this question.

- A. Intuitive user interface
- B. Transactional payroll processing
- C. Automatedprocessing
- D. Strategic Insight into payroll prior to production payroll

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 49

Foundation Tables can be managed using these Admin Functions: Please choose the correct answer.

- A. Import Foundation Data
- B. Manage Data
- C. Manage Organiz Pay and Job Structure

D. Import and Exportation Data

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 50

Which Workflow Context identifies a Current Role? Please choose the correct answer

- A. Contributors
- B. Approver
- C. Source
- D. Target

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 51

A customer plans to use MDF objects in employee central to create configurable rules. Which of the below permissions suites best to achieve this? There are 2 correct answers to this question.

- A. Configure generic object definition
- B. Manage business configuration
- C. Configure business rules
- D. Maintain pay, organization and job

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

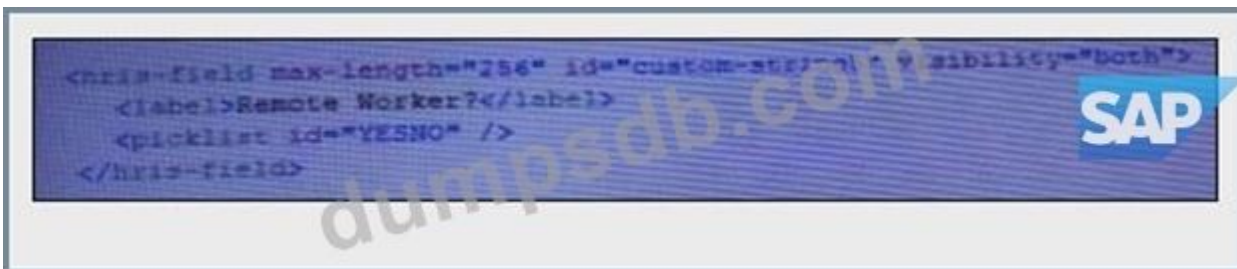
Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger the chosen. Where inthe Position Object do you need to attach the rule?

- A. Rules section in the Position Code field.
- B. Rules section in the Legal entity field.
- C. initializeRules section in the Position Object.
- D. saveRules section in the Position object.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 53

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.



```
<hris-field max-length="256" id="custom-staff" visibility="both">
  <label>Remote Worker?</label>
  <picklist id="YESNO" />
</hris-field>
```

You access the employee file and the field is not visible. What is the most likely issue? Please choose the correct answer.

- A. The field visibility attribute is incorrect
- B. The picklist ID is incorrect
- C. The RBP permission are incorrect
- D. The picklist syntax is incorrect

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 54

In which permission category would you grant a user permission to view their hire date within the Employment Details section?

Please choose the correct answer.

- A. Reports Permission
- B. Employee Data
- C. Employee Central Effective Dated Entities
- D. Employee Views

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 55

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.



```
<hris-field max-length="256" id="Remote Worker?" visibility="Both">
  <label>Remote Worker?</label>
  <picklist id="YESNO" />
</hris-field>
```

You access the employee file and the field is not visible. What is the most likely issue? Please choose the correct answer.

- A. The field visibility attribute is incorrect
- B. The RBP permission are incorrect
- C. The picklist syntax is incorrect
- D. The picklist ID is incorrect

Answer: (SHOW ANSWER)

NEW QUESTION: 56

Where can you create associations between two Generic Objects? Please choose the correct answer.

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

Answer: (SHOW ANSWER)

NEW QUESTION: 57

Your customer has requested that you create a custom field for employees in Germany to track job information. What custom field number do you need to identify to configure this new field?

Please choose the correct answer.

In the employmentInfo element of the country-specific n the jobCode element of the Corporate Data Model and n the employmentInfo element of the Succession Data n the jobInfo element of the Succession Data Model and

- A. The next custom field number that is available Model.
- B. The next custom field number that is available the country-specific Corporate Data Model.
- C. The next custom field number that is available the country-specific Succession Data Model
- D. The next custom field number that is available Succession Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 58

Which Payroll Control Center user interface is used to acid a new team administrator to a process? Please choose the correct answer.

- A. My Processes
- B. Manage Processes
- C. Manage Policies
- D. My Alerts

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 59

When working with events and event reasons. How can you customize the customer instance? Please choose the correct answer.

- A. You can create new events but NOT event reasons
- B. You CANNOT create events or event reasons to customize a customer instance
- C. You can create new events reasons but NOT events
- D. . You can create new events and new event reasons

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 60

Which of the following are differences between a Full Purge and Incremental Load behaviorwhen importing data? There are 2 correct answers to this question.

- A. When a file is uploaded using the Full Purge Option, the records in the file being uploaded are added to the records already in the system
- B. When a file uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system
- C. When a file is uploaded in the Incrementalmode, all existing records in the system are overwritten with the records in the file uploaded

D. When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 61

Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.

```
<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="R2"
  <trueoutput>ER2</trueoutput>
  <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>
```

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

Answer: A ([LEAVE A REPLY](#))

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NEW QUESTION: 62

Which actions can you perform with the Import and Export Data tool? There are 2 correct answersto this question.

- A. Import Config

- B. Download Template
- C. Employee Export
- D. Import Template

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 63

How do you create anew CSV legacy picklist? Please choose the correct answer.

- A. Export all picklists and add a new picklist ID and new picklist values to the file.
- B. Export the data format and add a new picklist ID and new picklist values to the file.
- C. Enter the new picklist values into the OptionId column.
- D. Import the picklist file using the Picklist Mapping tool

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 64

In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another.

What happensduring this workflow process?

There are 2 correct answers to this question.



- A. The employee's current manage can send back theworkflow to the employee's future manager for some '1' changes in the data
- B. The Head of the Business Unit of the employee's new department will get a notification immediately after 1-' this workflow is triggered
- C. Anyone in the Recruiting team can send back the workflow to the employee's future manager for some '1' changes in the data
- D. The employee's future manager will get a notification immediately after this workflow is triggered

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 65

Which of the following is not a benefit of Foundation Objects? Please choose the correct answer.

- A. Effective Dating
- B. Workflow Distribution

- C. Simplification of HR tasks
 - D. Self-service transactions
- Answer: D (LEAVE A REPLY)**

NEW QUESTION: 66

You must always create two permission groups to connect to a permission role.

- A. True
- B. False

Answer: B (LEAVE A REPLY)

NEW QUESTION: 67

A manager changes an employee's division, job classification, and cost center. The manager then submits the request and an event reason is triggered. As shown in the attached screen shot, what event reason ID does the system select? Please choose the correct answer.



```
<ruleset version="1.0">
  <rule id="rule-1">
    <trueoutput>EVENT_REASON1</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.division" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-2">
    <trueoutput>EVENT_REASON2</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.job-code" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
  <rule id="rule-3">
    <trueoutput>EVENT_REASON3</trueoutput>
    <conditions>
      <and>
        <equal id="jobInfo.pay-grade" inverse="true"/>
        <equal id="jobInfo.cost-center" inverse="true"/>
      </and>
    </conditions>
  </rule>
</ruleset>
```

- A. EVENT_REASON4
- B. EVENT_REASON3
- C. EVENT_REASON1
- D. EVENT_REASON2

Answer: D (LEAVE A REPLY)

NEW QUESTION: 68

How does SAP recommend that you add a value to an existing picklist in Picklist Management?

There are 2 correct answers to this question.

- A. Insert a new row into the picklist file.
- B. Export the picklist from the system.
- C. Download the picklist import template file.
- D. Leave the picklistID blank.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 69

Your customer wants to add three new locations. These locations will be used in France, Germany, and the USA. Where do you create these locations? Please choose the correct answer

- A. In the location element in the CSF Corporate data model
- B. In the Location elements in the CSF Corporate data model
- C. In the Manage Organization, Pay and Job Structure tool
- D. In the Manage data tool

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 70

What ruletype allows you to validate field values in metadata framework (MDF) objects? Please choose the correct answer.

- A. validateRules
- B. deleteRules
- C. saveRules
- D. initializeRules

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 71

Which of the following are the benefits of EC as compared to a traditional HRIS? Please choose 2 correct answer.

- A. Workforce support
- B. Difficult to connect
- C. DataManagement
- D. Expensive
- E. Strategic insight

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 72

What rule event type do you use to have the legal entity field automatically filled in when opening Add New Employee?

Please choose the correct answer.

- A. onInit

- B. onView
- C. onSave
- D. onEdit

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 73

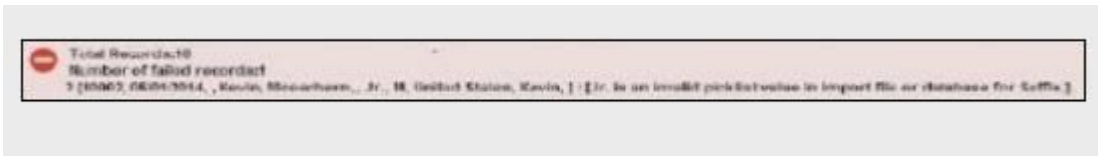
How do you control what fields can be seen on a Contingent Worker's employee file? There are 2 correct answers to this question.

- A. Role Based Permissions
- B. BusinessRules
- C. Configure People Profile
- D. Manage Business Configuration

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 74

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue? There are 3 correct answers to this question.



- A. Find the picklist ID for the Suffix field in the data model.
- B. Check the employee data using the employee export.
- C. Check the picklist values for the picklist ID for the Suffix field.
- D. Check the employee data import file
- E. Create a new Personal Information dated record to reset the Suffix field.

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 75

Your customer wants the employee class field from the Job Classification Foundation Object to propagate into the employee class field of the Employee's Job Information. What data model do you reference to fill in the IDs for 3 and 4 in the HRIS Propagation Data Model (as shown in the attached graphic)? Please choose the correct answer.



- A. Corporate Data Model
- B. CSF Corporate Data Model
- C. CSF Succession Data Model

D. Succession Data Model

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 76

Where can you edit the message that an approver receives during the workflow process?

- A. In the Manage Workflow Requests tool
- B. In the E-Mail Notification Templates Settings tool
- C. In the Manage Organization, Pay and Job Structures tool
- D. In the Modify Form Route Map tool

Answer: B ([LEAVE A REPLY](#))

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NEW QUESTION: 77

What data model do you use to set up a National ID display format? Please choose the correct answer.

- A. Succession Data Model
- B. Country-specific Succession Data Model
- C. Country-specific Corporate Data Model
- D. Corporate Data Model

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 78

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 CSF for Corporate Data Model
- B. 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
- C. Create a field in the Legal Entity France object in Configure Object Definition
- D. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when the country is France

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 79

What is the purpose of the Fine Tuning activity during business configuration? Please choose the correct answer.

- A. To adjust the list of values for all standard and custom fields based on the scoping decisions
- B. To check and adjust the predefined settings to meet customer requirements
- C. To apply scoping changes to implement modules within SAP Cloud for Customer
- D. To adjust the access rights for business users in the system

Answer: B (LEAVE A REPLY)

NEW QUESTION: 80

Foundation Objects (FO) are categorized into which of the following categories?

- A. Pay, Job, Organization Structures
- B. Legal Entity, Business Unit, Division
- C. Pay, Organization, People Structures
- D. Organization, Employment Information, Pay Structures

Answer: (SHOW ANSWER)

NEW QUESTION: 81

Which of the following elements can you configure in the country-specific Corporate Data Model?

There are 3 correct answers to this question.

- A. corporateAddress
- B. globalInfo
- C. jobClassLocal
- D. homeAddress
- E. legalEntityLocal

Answer: (SHOW ANSWER)

NEW QUESTION: 82

What does the XML configuration show in the attached screen shot?

```
<!-- Begin Division Associations -->
<div-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit" required="false" />
  <!-- <association id="id" multiplicity="ONE_TO_MANY" destination-entity="location" required="false" />
</div-associations>
<!-- End Division Associations -->
```

Please choose the correct answer.

- A. One division can have many business units.
- B. There is only one active association for the business unit object
- C. One business unit can have many divisions.
- D. There are two active associations for the division object.

Answer: (SHOW ANSWER)

NEW QUESTION: 83

Your customer wants to create multiple custom event reason with corresponding employee status

Which tools do you use to configure the event reasons? Note: 2

- A. Manage Mass Changes for Metadata Objects
- B. Import Foundation Data
- C. Manage Organization, Job and Pay Structures
- D. Import and Export Data

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 84

You have been tasked with updating the Job Title of the Mechanical Engineer position record. The mechanical engineer record currently has four incumbents.

Which action will ensure that you will NOT receive the option to synchronize the change to the incumbents?

- A. Modify the record with the Edir link on the position Quickcard
- B. Modify the record with Manage Position
- C. Modify the record with Manage Data
- D. Modify the record with the Manage link on the position Quickcard

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 85

Your customer wants Foundation Object data to be translated. You provide the customer with the FoTranslation_MDFExport file to begin the translation process (as shown in the attached screenshot). Which column in the export file must you complete?

A	B	C	D	E
externalCode	foObjectID	foType	foField	value.en_US
externalCode	foObjectID	foType	foField	US English

Please choose the correct answer.

- A. externalCode
- B. value
- C. foType
- D. foField

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 86

-How many business rules must be created a set up a "catchall" workflow for the job information portlet?

Please choose the correct answer.

- A. 1
- B. 4
- C. 2
- D. 3

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 87

A Configurable UI allows you to customize the visual features of MDF objects.

- A. True
- B. False

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 88

You create a new Division record for an engineering division that will be starting next month. You also identify a person as the Head of the division.

When you access the Division Head's job information via History > Edit, the new division does not appear in the drop down list of divisions.

Why does it NOT appear?

Please choose the correct answer.

- A. The propagation is incorrectly configured
- B. The MDF Picklist to Legacy Picklist Map record is NOT created
- C. The Division record is NOT active at the start of the Division Head's job information record
- D. The HRIS-sync jobs has NOT run yet

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 89

Your customer requires a new custom foundation object linked to legal entities to build their organization structure.

What do you need to do?

There are 2 correct answers to this question.

- A. Create records using the Manage Organization, Pay and Job Structures tool.
- B. Define the association to the legal entity with the corporate data model XML
- C. Import the records using the Import and Export data tool.
- D. Define a custom object using the Configure Object Definitions tool.

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 90

How do you define Event Reasons as country specific? There are 3 correct answers to this question.

- A. Create an association with the Destination Object with Event Reason Wrapper with v u Type Valid When
- B. Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns
- C. Add the Event Reason to Country records as per your requirements in Manage Data Tool
- D. Create an association with the Destination Object Event Reason Wrapper with Type Composite

E. Make a correction to the definition of the Country object

Answer: A,B,D (LEAVE A REPLY)

NEW QUESTION: 91

The Escalation shown below is configured in your client's instance. This Escalation is referenced in the Job Change Workflow. The Job Change Workflow is triggered for an employee and the workflow has stalled. In what scenario will the HumanResources manager receive an escalation notification if the Manager does not take action after 2 days? There are 2 correct answers to this question.



The screenshot shows a table with the following data:

stepNumber	escalationRouteFrom	targetValue	escalationAfterDays
1	Current Approver	Manager	2
2	Original Approver	Manager Manager	3
3	Employee	HR	5

- A. Manager revokes the escalation
- B. The Manager's Manager does not take any action for the next 1 day
- C. The Manager's Manager declines the escalation
- D. The Manager's Manager does not take any action for the next 3 days

Answer: C,D (LEAVE A REPLY)

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NEW QUESTION: 92

Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet? There are 2 correct answers to this question.

- A. Edit (Pencil Icon) on the portlet
- B. History > Edit on the portlet
- C. History > Insert New Record on the portlet
- D. Change Job and Compensation Information from the Take Action button

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 93

Which portlet contains the annual salary of an employee? Please choose the correct answer.

- A. Job Information

- B. Spot Bonus
- C. Compensation Information
- D. Employment Details

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 94

Where do you configure the fields in a dynamic role? Please choose the correct answer.

- A. In the Corporate Data Model
- B. In the country-specific Corporate Data Mode
- C. In the Event Reason Derivation data model
- D. In the Succession Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 95

Your customer has a subsidiary in another country that requires an approval workflow, whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the Position object do you need to attach the rule? Please choose the correct answer

- A. Rules section in the Position Code field
- B. Save Rules section in the Position object
- C. Rules section in the Legal Entity field
- D. Initialize Rules section in the Position object

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 96

What base object would you use in a business rule that triggers a workflow when an employee transfer occurs?

Please choose the correct answer.

- A. Job Information Model
- B. Employee Information Model
- C. Job Information
- D. Employee Information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 97

What must be set up in the system before managers can use the Change Job and Compensation Information feature for their direct reports?

There are 2 correct answers to this question.

- A. Events
- B. Workflow configurations
- C. Event reason derivation

D. Event reasons

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 98

What tools can you use to update an MDF picklist value translation that was just imported in the system?

There are 2 correct answers to this question

A. Configure Object Definitions

B. Picklists Management

C. Manage Data

D. Import and Export data

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 99

Your customer wants the employee class field from the Job Classification Foundation Object to propagate into the employee class field of the Employee's Job Information. What data model do you reference to fill in the IDs for 3 and 4 in the HRIS Propagation Data Model (as shown in the attached graphic)? Please choose the correct answer.

```
<propagate foundation-element-id="1">
  <field id="2">
    <destination hris-element-id="3" field-id="4"/>
  </field>
</propagate>
```

A. Succession Data Model

B. CSF Corporate Data Model

C. Corporate Data Model

D. CSF Succession Data Model

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 100

You configure the hris-element personInfo with the following XML. What field is masked in the portlet?

Please choose the correct answer

B. Approver Type = Dynamic Group Approver Role = Employee Manager Edit Transaction = No Edit Context = Target

C. Approver Type = Role Approver Role = Employee Manager Edit Transaction = Edit with Route Change Context = Source

D. Approver Type = Role Approver Role = Employee Manager Edit Transaction = Edit with Route Change

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 104

Foundation Tables are organized into sections. Please choose the correct answer.

A. 3

B. 2

C. 4

D. 5

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 105

What tool do you use to add a new field to an existing Generic Object? Please choose the correct answer.

A. Manage Organization, Pay and Job Structures

B. Manage Data

C. Configure Object Definitions

D. Corporate Data Model

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 106

Which item is not part of the Home Page? Please choose the correct answer.

A. My Admin Favorites

B. My Info

C. My Employee Files

D. To Do

Answer: C ([LEAVE A REPLY](#))

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40%OFF Special Discount: Exam-Tests)

NEW QUESTION: 107

Which of the following are effective dating options for generic objects? There are 3 correct answers to this question.

- A. None
- B. Incremental
- C. Partial
- D. Multiple changes per day
- E. Basic

Answer: A,D,E (LEAVE A REPLY)

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