



QUESTION & ANSWER

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Exam : C_THR81_1908

**Title : SAP Certified Application
Associate - SAP
SuccessFactors Employee
Central Q3/2019**

Version : DEMO

1.You recently enabled German for your customer's instance.

How do you test and review the translations? Please choose the correct answer.

- A. 1. Log in to provisioning.
- 2. Click on the company name.
- 3. Open Import/Update/Export LanguagePacks
- B. 1. Log in to the instance.
- 2. Proxy in as a user.
- 3. Change the home address to Germany
- C. 1. Log in to the instance.
- 2. Proxy in as a user.
- 3. Change the legal entity to Germany.
- D. 1. Log in to the instance.
- 2. Proxy in as a user.
- 3. Open the Options menu and change language to

Answer: D

2.Which of the following fields are Time Off fields in the employee's job information? There are 2 correct answers to this question.

- A. Holiday Calendar
- B. Standard Hours
- C. Is Full Time Employee
- D. Work Schedule

Answer: A,D

3.Your customer has companies that share locations.

What type of association do you configure between the foundation objects (FO)? Please choose the correct answer

- A. A ONE_TO_MANY association from the location FO to the company FO
- B. A MANY_TO_ONE association from the company FO to the location FO
- C. A ONE_TO_ONE association from the location FO to each company FO
- D. A ONE_TO_MANY association from the company FO to the location FO

Answer: A

4.The Escalation shown below is configured in your client's instance.

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

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 Human Resources manager receive an escalation notification if the Manager

does not take action after 2 days? There are 2 correct answers to this question.

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

Answer: A,C

5.What are characteristics of a generic (MDF) picklist? There are 2 correct answers to this question.

- A. The picklist value order is set globally.
- B. Picklists can be used for all foundation objects.
- C. Picklists are effectively dated.
- D. Picklist values can be deleted.

Answer: C,D