



# QUESTION & ANSWER

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**Exam:**        **C\_THR81\_2205**

**Title:**        SAP Certified Application  
Associate - SAP  
SuccessFactors Employee  
Central Core 1H/2022

**Version:**     DEMO

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

**Answer:D**

2.Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?

Note: There are 2 correct answers to this question.

- A.Enable the field in Succession Data Model.
- B.Define the delegate relationship in Employee Central.
- C.Enable the field in the Corporate Data Model.
- D.Enable the auto delegate permission for users.

**Answer:BC**

3.Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

- A.Use the Take Action menu.
- B.Use the pencil icon.
- C.Add a new employee.
- D.Insert a new record.

**Answer:CD**

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

**Answer:ACD**

5.Which person objects support country-specific fields? Note: There are 2 correct answers to this question.

- A.Phoneinfo
- B.nationalIdCard
- C.emailinfo
- D.globalinfo

**Answer:DA**