



# QUESTION & ANSWER

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**Exam** : **C\_THR81\_2305**

**Title** : SAP Certified Application  
Associate - SAP  
SuccessFactors Employee  
Central Core 1H/2023

**Version** : DEMO

1. With which location record can a legal entity record with an effective start date of today be associated?

Note: There are 2 correct answers to this question.

- A. A location record with an effective start date of today
- B. A location record with an effective start date of 01/01/1900
- C. A location record with an effective start date of 1 month ago
- D. A location record with an effective start date of 1 month from now

**Answer:** A,C

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

Note: There are 3 correct answers to this question.

- A. You configure the workflow with the Is Delegate Supported field set to Yes.
- B. The user sets up Auto Delegate through the Quick Links tile on their homepage.
- C. You add HRIS field Is Delegate Supported to the Corporate Data Model.
- D. You add HRIS field Is Delegate Supported to the Succession Data Model.
- E. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.

**Answer:** A,B,E

3. Which actions can you perform with the Import and Export Data tool? Note: There are 2 correct answers to this question.

- A. Import zip files
- B. Import employee records
- C. Download a template
- D. Export employee data

**Answer:** B,D

4. Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Location
- B. Business unit
- C. Pay range
- D. Event reason
- E. Cost center

**Answer:** A,B,E

5. How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onInit; Base Object: Standard Hours
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onEdit; Base Object: Employee Information

**Answer:** C