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Exam : **C_THR81_2505**

Title : SAP Certified Associate -
SAP SuccessFactors
Employee Central Core

Version : DEMO

1.How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. onView rules are supported when the fields are included in the template.
- C. onChange rules are supported when the fields are included in the template.
- D. The system does NOT support onPostSave rules.

Answer: BC

2.Where do you enable the Enter Manager to Filter Positions option to only display manager's lower-level positions in Hire, MSS Job Information and History?

- A. In Settings > UI Customizing
- B. In Settings > Hierarchy Adaptation
- C. In Manage Business Configuration > jobinfo
- D. In Configure Object Definitions > Position

Answer: A

3.What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- A. Valid-When
- B. Join By Column
- C. One-to-one
- D. Composite

Answer: D

4.How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

- A. Go to <hris-element="jobinfo"> then add dg-filter="true"
- B. Go to <hris-field id="cost-center"> then add filter="true"
- C. Go to <dg-filters> then add cost-center
- D. Go to <custom-filters> then add cost-center

Answer: AC

5.You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block. What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <association> as part of <hris-element id="location">

Answer: B D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block. Therefore, the correct answers are:

B: <field-criteria> as part of <hris-field id="location">

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.