

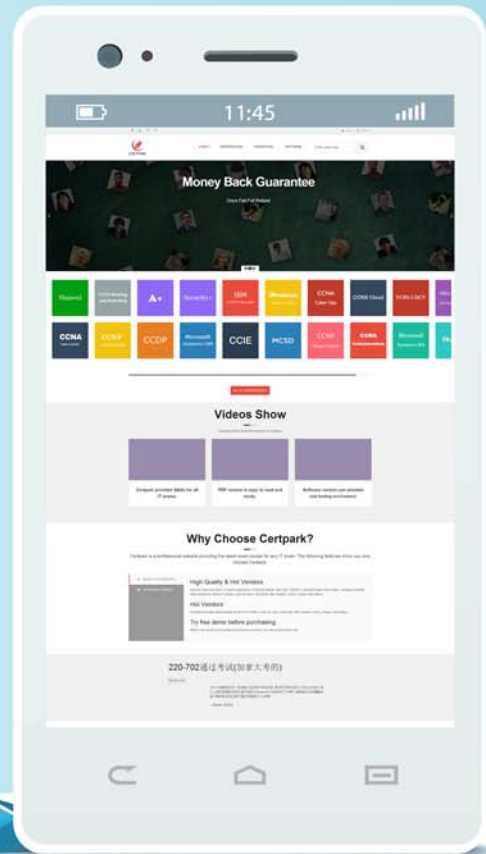
# CERTPARK

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.



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