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Exam : **C_THR81_1608**

Title : SAP Certified Application Associate - SAP SuccessFactors Employee Central Q3/2016

Version : Demo

1.You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president.

What workflow feature would you configure to meet this requirement?

A. Dynamic role

B. cc role

C. workflow contributor

D. workflow group

Answer: A

2.What type of data can you manipulate in the Online Report Designer? (Choose 2)

A. Ad hoc reports

B. standard reports

C. Pivot queries

D. List reports

Answer: C,D

3.Why would you need to set up a Time Account Type?

A. To enforce rules around vacation rollover

B. To allow employees to request their own time off.

C. To give qualifying employees jury duty leave.

D. To set up automatic accruals

Answer: D
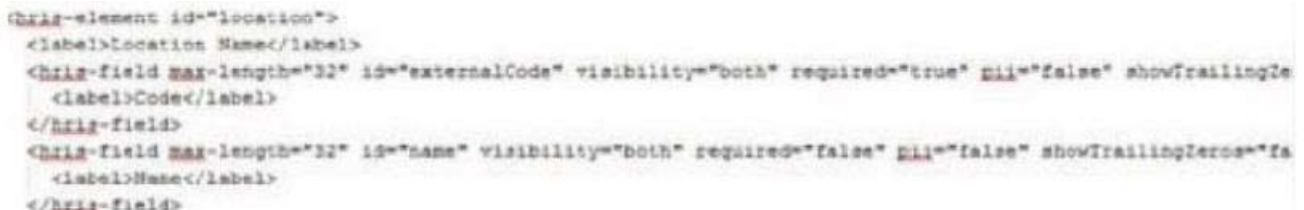
4.What does the system do when a label for a language is missing in one of the data models?

A. Displays a blank label

B. Displays a warning message

C. Hides the field

D. Displays the default label

Answer: D

5.You are creating a generic object and you want to add a foundation object as a field.

Based on the attached screenshot, what value would you enter for the Valid Values Source?

```
hris-element id="location">
  <label>Location Name</label>
  <hris-field max-length="32" id="externalCode" visibility="both" required="true" pii="false" showTrailingZe
    <label>Code</label>
  </hris-field>
  <hris-field max-length="32" id="name" visibility="both" required="false" pii="false" showTrailingZeros="fa
    <label>Name</label>
  </hris-field>
</hris-field>
```

A. external Code

B. Code

C. location

D. Location Name

Answer: C