

SAP C_THR81_2405

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SuccessFactors Employee Central Core**

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Latest Version: 7.3

1. HR Transaction Rules
2. Approvals for Self-Service
3. Employee Central Core
4. Position Management

Topic: 1

HR Transaction Rules

Question: 1

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- B. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- C. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- D. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$

Answer: A

HR Transaction Rules

Question: 2

How do you set the event date in Compensation information for the Jobinfo_FTE_Comp cross-entity rule?

A.

Then

Set `Spot Bonus Model.Employment Details Model.Job Information.Event Date` to be equal to `Spot Bonus Model.Spot Bonus.Employment Details.Job In`

B.

Then

Set `Compensation Information Model.Employment Details Model.Job Information.Event Date` to be equal to `Job Information.Event Date`

C.

Then

Set `Compensation Information Model.Event Date.Value` to be equal to `Compensation Information Model.Employment Details Model.Job Info`

D.

Then

Set `Job Information Model.Employment Details Model.Compensation Information.Event Date` to be equal to `Job Information Model.Event Da`
The rule selects one entry from the collection "Compensation Information" where...

Answer: D

HR Transaction Rules

Question: 3

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must be set to Always True.
- B. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- C. The first IF clause must be blank
- D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.

Answer: D

HR Transaction Rules

Question: 4

Which condition must be used for the Jobif_FTE_Comp rule?

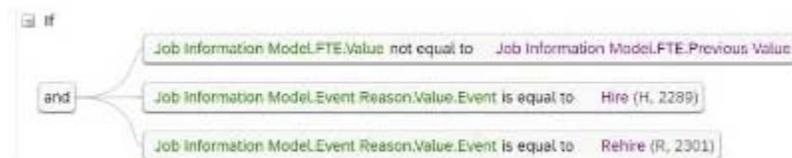
A.



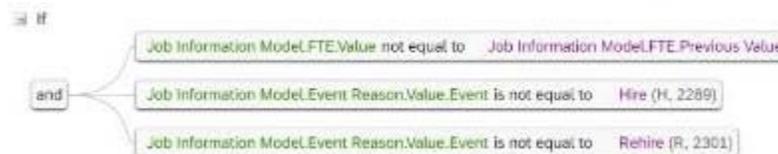
B.



C.



D.



Answer: D

HR Transaction Rules

Question: 5

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Compensation Model
- B. Job Information Model
- C. Non Recurring Pay Component Model
- D. Compensation Information Model

Answer: B

HR Transaction Rules

Question: 6

Which rule can effectively catch all unspecified events in a transaction?

A.

IF
Job Information Model.Event Reason.Value is equal to Null
Then

B.

IF
Job Information Model.Event Reason.Value is equal to Null
Then
Set Job Information Model.Event Reason.Value to be equal to Data Change (DATACHG)

C.

IF
This rule is always true.
To add an expression please uncheck the Always True checkbox.
Then
Set Job Information Model.Event Reason.Value to be equal to Data Change (DATACHG)

D.

IF
Job Information Model.Event Reason.Value is not equal to Null
Then
Set Job Information Model.Event Reason.Value to be equal to Data Change (DATACHG)

Answer: B

HR Transaction Rules

Question: 7

In which order must you assign the rules?

- A. ERD1, ERD2, ERD3, ERD-Catch, WFD
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. WFD, ERD1, ERD2, ERD3, ERD-Catch
- D. ERD-Catch, ERD1, ERD2, ERD3, WFD

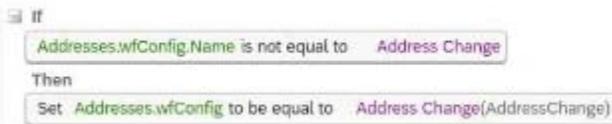
Answer: A

HR Transaction Rules

Question: 8

Which clause meets the WFD_Address rule requirement?

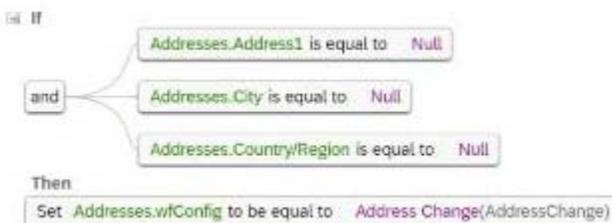
A.



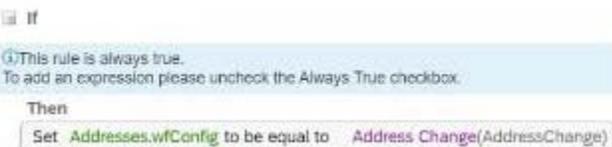
B.



C.



D.



Answer: D

HR Transaction Rules

Question: 9

Which rule supports the Default_JobClass requirement?

A.

If

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Title.Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Pay Grade.Value
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Employee Class.Value

B.

If

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Classification.Value.Job Title.Default Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Job Classification.Value.Pay Grade
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Job Classification.Value.Employee Class

C.

If

Job Information Model.Job Classification is equal to Null

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Classification.Value.Job Title.Default Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Job Classification.Value.Pay Grade
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Job Classification.Value.Employee Class

D.

If

or

- Job Information Model.Job Title.Value is not equal to Job Information Model.Job Title.Previous Value
- Job Information Model.Pay Grade.Value is not equal to Job Information Model.Pay Grade.Previous Value
- Job Information Model.Employee Class.Value is not equal to Job Information Model.Employee Class.Previous Value

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Title.Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Pay Grade.Value
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Employee Class.Value

Answer: B

HR Transaction Rules

Question: 10

To which Job information field will you assign the Default_JobClass rule?

- A. Employee Class
- B. Job Title
- C. Job Code
- D. Pay Grade

Answer: C

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