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QUESTION & ANSWER



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**Exam** : **C\_THR81\_1405**

**Title** : SAP Certified Application  
Associate - Cloud HCM  
Employee Central

**Version** : DEMO

## 1. Topic 1, Data Models

What does the XML configuration show in the attached screen shot?

```
<!-- Begin Division Associations -->
<hris-associations>
  <association id="id" multiplicity="ONE_TO_MANY" destination-entity="businessUnit"
    required="false" />
  <!-- <association id="id" multiplicity="ONE_TO_MANY"
    destination-entity="location" required="false" /> -->
</hris-associations>
<!-- End Division Associations -->
```

- A. One business unit can have many divisions.
- B. One division can have many business units.
- C. There are two active associations for the division object.
- D. There is only one active association for the business unit object.

**Answer: B**

2. Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system? (Choose two)

- A. Configure role-based permissions.
- B. Import picklists.
- C. Configure the Corporate Data Model and the Succession Data Model.
- D. Import employee data.

**Answer: B,C**

3. You remove the Cost Center HRIS element from the Corporate Data Model.

What must be done in the Succession Data Model to avoid errors in the system?

- A. The Cost Center HRIS element must be set to visibility = "none".
- B. The Cost Center field in the Job Info element must be set to required = "false".
- C. The Cost Center field in the Job Info element must be set to visibility = "none".
- D. The Cost Center HRIS element must be set to required = "false".

**Answer: C**

4. What field attribute do you use to mask a sensitive field on a screen?

- A. visibility
- B. pii
- C. type
- D. id

**Answer: B**

5. Your customer has requested that you create a custom field for employees in Germany to track job information.

What custom field number do you need to identify to configure this new field?

- A. The next custom field number that is available in the jobCode element of the Corporate Data Model and the country-specific Corporate Data Model.

- B. The next custom field number that is available in the employmentInfo element of the country-specific Succession Data Model.
- C. The next custom field number that is available in the employmentInfo element of the Succession Data Model.
- D. The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model.

**Answer: D**