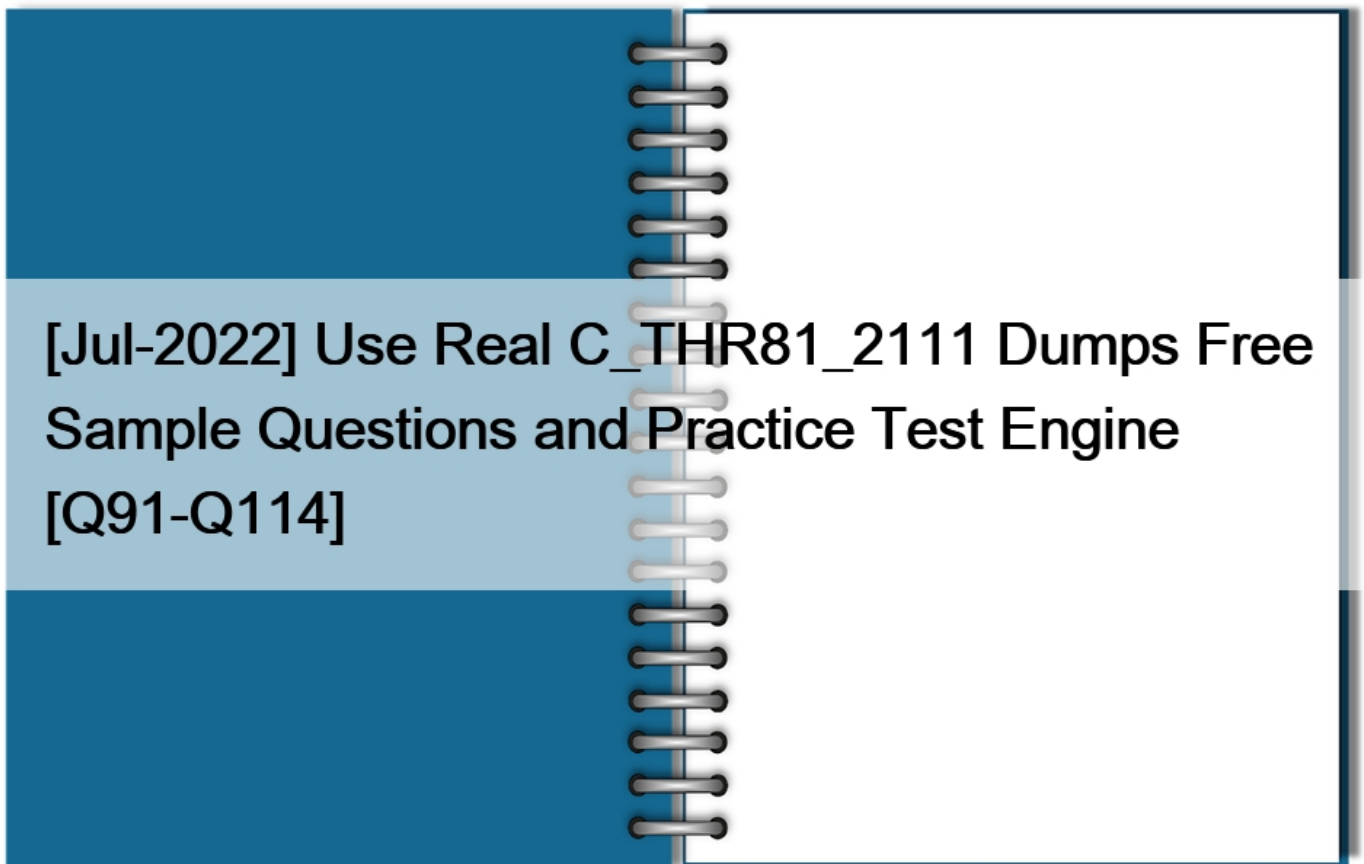# [Jul-2022 Use Real C_THR81_2111 Dumps Free Sample Questions and Practice Test Engine [Q91-Q114

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SAP C_THR81_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Verify the technical setup of Employee Central Core and explain the processes- Describe how to update
employee filesTopic 2- Describe how to set up the various Data Models in Employee Central Core- Explain the steps for
managing system securityTopic 3- Define the rules for Employee Central Core- Importing and Exporting DataTopic 4-
Troubleshoot event reasons and workflows- Describe the structure and function of generic objectsTopic 5- Business Rules-
Foundation Objects- Generic Objects

NEW QUESTION 91

What schema or report definition type is used to find all promotions during a specific time period? Please choose the correct answer.
* Employee Central
* Information (Date Range)

* Person and Employment Audit
* Recurring Compensation Information (Date Range)

NEW QUESTION 92

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 portlet. What do you need to add to the data models? Note: There are 2 correct answers to this question.
* <field-criteria> as part of <hris-field=
* <field-criteria> as part of <hris-field=
* <association> as part of <hris-element id=
* <association> as part of <hris-element id=

NEW QUESTION 93

When using Import Employee Data, what must you include in your import file for Employee Central data?
* User ID field
* All fields for the object
* Business key fields
* Person ID field

NEW QUESTION 94

Which field data types use a Valid Value Source configuration ina generic object? There are 3 correct answers for this question
* User
* Generic Object
* Attachment
* Picklist
* Foundation Object

NEW QUESTION 95

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?
* Manage Permission Groups
* Manage Workflow Groups
* Manage Dynamic Roles
* Manage Workflow Requests

NEW QUESTION 96

Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the position do you need to attach the rule?
* Save Rules section in the Position object
* Rules section in the position Code field
* Initialize Rules section in the Position object
* Rules section in the Legal Entity object

NEW QUESTION 97

An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee’s transfer workflow.

The future manager can update the transaction. What do you need to configure? Please choose the correct answer.
* Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Source
* Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = No Edit

Context = Target

Approver Type = Role
* Approver Role =

Employee Manager

Edit Transaction = Edit with Route Change

Context = Source
* Approver Type = Role

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

NEW QUESTION 98

How is the event reason derived when a business rule is enabled for import?
* The event reason is derived using the catch all rule.
* The event reason must be selected manually.
* The event reason indicated in the import overrides the onSave ERD rule.
* The onSave ERD rule overrides the event reason value indicated in the import file.

NEW QUESTION 99

What is the appropriate destination object to assign to the following association types? Note: There are

2 correct answers to this question.
* Composite association
* Composite association
* Valid When association
* Valid When association

NEW QUESTION 100

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.
* Employment Details
* Pay Component Recurring
* Job Relationship Info
* Job Information

NEW QUESTION 101

In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Classification field value is keyed in for an employee. How will you achieve this? Note: There are 2 correct answers to this question.
* Add an onChange rule trigger to the job-code HRIS field in the Succession Data Model
* Create a business rule with Job Information as the base object
* Add an onSave rule trigger to the joblnfo HRIS element in the Succession Data Model
* Create a business rule with Job Classification as the base object

NEW QUESTION 102

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group? (one correct answer)
* Go to <hris-field id = “cost-center”> then add filter=”true”
* Go to <custom-filters> then add cost-center
* Go to <hris-element=”jobInfo”> then add dg-filter=”true”
* Go to <dg-filters> then add cost-center

NEW QUESTION 103

Your customer wants to create an association with the requirement that One division can belong to many business units’.
What association do you need to build? Please choose the correct answer
* A Valid When association in the Division object definition
* A Valid When association in the Business Unit object definition
* A Composite association in the Division object definition
* A Composite association in the Business Unit object definition

NEW QUESTION 104

Where do you configure the fields in a dynamic role? Please choose the correct answer.
* In the Succession Data Model
* In the Corporate Data Model
* In the Event Reason Derivation data model
* In the country-specific Corporate Data Model

NEW QUESTION 105

With which location record can a legal entity record with an effective start date of today be associated? Note: There are 2 correct answers to this question.
* A location record with an effective start date of 01/01/1900
* A location record with an effective start date of 1 month from now

* A location record with an effective start date of today
* A location record with an effective start date of 1 month ago

NEW QUESTION 106

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

What steps would you take to complete their requirement? Note: There are 2 correct answers to this question.
* Manage Workflow Requests > Create Workflow Approvers
* Manage Organization, Pay and Job Structures > Create Dynamic Roles
* Manage Organization, Pay and Job Structures > Create Workflow Configuration
* Manage Workflow Groups > Create Dynamic Group

NEW QUESTION 107

You want to configure a business rule that will automatically propagate Job Title from the Job Classification during the new hire process. What object will you choose as the base object?
* Job Classification
* Job Title
* Job Information
* Employee Information

NEW QUESTION 108

What is the correct sequence for uploading data models when implementing Employee Central?
* Corporate Data Model > Country-specific Corporate Data Model > Succession Data Model > Country- specific Succession Data Model
* Corporate Data Model > Succession Data Model > Country-specific Corporate Data Model > Country- specific Succession Data Model
* Succession Data Model > Corporate Data Model > Country-specific Succession Data Model > Country- specific Corporate Data Model
* Succession Data Model > Country-specific Succession Data Model > Corporate Data Model > Country- specific Corporate Data Model

NEW QUESTION 109

Where can you apply rule contexts? Note: There are 2 correct answers to this question.
* onChange rules
* onlnit rules
* onView rules
* onSave rules

NEW QUESTION 110

When using Import Employee Data, what must you include in your import file for SAP SuccessFactors Employee Central data?
* Person ID field
* Business key fields
* All fields for the object
* User ID field

NEW QUESTION 111

What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central? Please choose the correct answer.

* 1. Biographical Information Import

2. Employment details import

3. Basic Import

4. Job history import

* 1. Basic Import

2. Biographical Information Import

3. Employment details import

4. Job History import

* 1. Biographical Information Import

2. Employment details import

3. Job history import

4. Basic Import

* 1. Basic Import

2. Biographical Information Import

3. Job history import

4. Employment details import

NEW QUESTION 112

How do the Talent Approval group and Finance Controller participate in the workflow illustrated in the attached screen shot? Please choose the correct answer.

* – Anyone in the Talent Approval group can add comments.

– The Finance Controller receives an e-mail notification after each approval step.

* – Anyone in the Talent Approval group can add comments.

– The Finance Controller receives an e-mail notification when the workflow is completed.

* – Anyone in the Talent Approval group can approve the workflow.

– The Finance Controller receives an e-mail notification when the workflow is completed.

* – Anyone in the Talent Approval group can approve the workflow.

– The Finance Controller receives an e-mail notification after each approval step.

NEW QUESTION 113

Which employment objects support country-specific fields? There are 2 correct answers for this question
* Job Relationship Info
* Employment Details
* Pay Component Recurring
* Job Information

NEW QUESTION 114

Managers are NOT allowed to change the cost center field for employees. The cost center field is located in the employee’s job information.

In Manage Permission Roles, what section contains the permission to change the cost center field? Please choosethe correct answer.
* Employee Central Effective Dated Entities
* Manage Foundation Objects
* Employee Data
* Manage User

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