

## SAP C\_THR81\_2211 Real 2023 Braindumps Mock Exam Dumps [Q36-Q54]



### SAP C\_THR81\_2211 Real 2023 Braindumps Mock Exam Dumps C\_THR81\_2211 Exam Questions | Real C\_THR81\_2211 Practice Dumps

To be eligible for the SAP C-THR81-2211 certification exam, candidates must have a fundamental understanding of SAP SuccessFactors Employee Central Core 2H/2022, including basic concepts such as data models, workflows, and business rules. Additionally, candidates should have hands-on experience working with Employee Central Core through hands-on projects or training. Passing this certification exam demonstrates your proficiency in SAP SuccessFactors Employee Central Core 2H/2022 and can help you advance your career in HR technology.

#### QUESTION 36

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 Workflow Groups
- \* Manage Permission Groups
- \* Manage Dynamic Roles
- \* Manage Workflow Requests

### QUESTION 37

Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path? Note: There are 2 correct answers to this question.

- \* Create the escalation path using the Manage Organization, Pay and Job Structures tool.
- \* Create the escalation path using the Manage Data tool.
- \* In the Corporate Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
- \* In the Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.

### QUESTION 38

Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- \* Location
- \* Business unit
- \* Pay range
- \* Event reason
- \* Cost center

### QUESTION 39

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- \* Event Type: onSave; Base Object: Legal Entity
- \* Event Type: onInit; Base Object: Standard Hours
- \* Event Type: onChange; Base Object: Employee Information
- \* Event Type: onEdit; Base Object: Employee Information

### QUESTION 40

Which elements are part of employee profile configuration in the Succession Data Model? Note: There are 2 correct answers to this question.

- \* User Info elements
- \* HRIS elements
- \* Standard elements
- \* HRIS actions

### QUESTION 41

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when transfer of an employee is initiated. What is the expected behavior of this workflow? Note: There are 2 correct answers to this question.

- \* If an approver of WF\_Employee\_Transfer does NOT take any action for 3 days, a reminder notification is sent by the system.
- \* WF\_Employee\_Transfer is NOT triggered if the transfer date of the employee is in the future.
- \* An approver of WF\_Employee\_Transfer can automatically route this request to another approver during vacation.
- \* The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.

### QUESTION 42

What can you do when creating the config UI for the generic object? Note: There are 3 correct answers to this question.

- \* Change the data type for a field.
- \* Add a picklist to a field.
- \* Remove a field.
- \* Add a new field.
- \* Move fields to different positions.

#### QUESTION 43

Which of the following are features of picklists created in the Picklist Center? Note: There are 2 correct answers to this question.

- \* Unused values in a picklist can be marked as OBSOLETE.
- \* Picklists are used for generic objects.
- \* Picklists are effectively dated.
- \* Order of the values is set globally for all picklists.

#### QUESTION 44

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 Workflow Groups > Create Dynamic Group
- \* Manage Organization, Pay and Job Structures > Create Dynamic Roles
- \* Manage Organization, Pay and Job Structures > Create Workflow Configuration

#### QUESTION 45

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-jobinfo>
- \* <field-criteria> as part of <hris-field-Location>
- \* <association> a part of hris-element id &#8211; Location
- \* <association> a part of hris-element id &#8211; Legal Entity

#### QUESTION 46

Which event is NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- \* Termination
- \* Hire
- \* Transfer
- \* Data change

#### QUESTION 47

Where can you apply rule contexts? Note: There are 2 correct answers to this question.

- \* onChange rules
- \* onView rules
- \* onSave rules
- \* onInit rules

### QUESTION 48

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 object do you need to attach the rule?

- \* Save Rules section in the position object
- \* Rules section in the Position Code field
- \* Rules section in the Legal Entity field
- \* Initialize Rules section in the position object

### QUESTION 49

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- \* Change the status.
- \* Change the external\_code of an event.
- \* Change the labels.
- \* Add a new event.
- \* Add a new language translation.

### QUESTION 50

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee

- \* Thursday, when the change becomes effective
- \* Saturday, the day after the sync job completes
- \* Tuesday, the day the transaction is entered
- \* Friday, when the sync job completes

### QUESTION 51

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- \* The workflow triggered by the second transaction will override the request of the first transaction.
- \* The system will reject both workflows.
- \* The system will allow both workflows to continue.
- \* The workflow triggered by the first transaction will override the request of the second transaction.

### QUESTION 52

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? Note: There are 2 correct answers to this question.

- \* Set the externalCode field to Data Type = User.
- \* Create a Valid When association for the object.
- \* Create at least one configuration UI for the object.
- \* Set the externalCode field to Read Only.

### QUESTION 53

How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question.

- \* Use DELETE operation in Incremental Load
- \* Use DELIMIT operation in Incremental Load
- \* Use DELETE operation in Full Purge
- \* Use DELIMIT operation in Full Purge

#### **QUESTION 54**

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- \* City
- \* Location
- \* Country
- \* Address

SAP C\_THR81\_2211 certification exam covers a range of topics such as employee data management, organizational management, time and attendance, and payroll. Candidates are expected to have a thorough understanding of these topics and be able to apply them in a practical setting. C\_THR81\_2211 exam consists of 80 multiple-choice questions and has a time limit of 180 minutes.

**Verified C\_THR81\_2211 Exam Dumps Q&As - Provide C\_THR81\_2211 with Correct Answers:**

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