

[Jan 19, 2024 SAP C_THR81_2311 Exam Dumps Are Essential To Get Good Marks [Q16-Q38]



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NO.16 Which data type must you use when adding a field to reference Legal Entity in an MDF object?

- * Generic object
- * Picklist
- * Foundation object
- * Data source

NO.17 What distinguishes a one-to-many association from a one-to-one association in the user interface?

Note: There are 2 correct answers to this question

- * A one-to-many association displays as a separate section in the foundation record
- * A one-to-one association displays as a separate section in the foundation record
- * A one-to-many association displays as a field in the foundation record
- * A one-to-one association displays as a field in the foundation record

NO.18 Workflow Configuration

Alert Notification is supported in which entities?

Note: There are 2 correct answers to this question

- * Address Information
- * Job Information
- * Personal Information
- * Pay Component Recurring

NO.19 Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?

Note: There are 2 correct answers to this question

- * Enable the field in the Corporate Data Model
- * Define the delegate relationship in Employee Central
- * Enable the field in Succession Data Model
- * Enable the auto delegate permission for users

NO.20 Workflow Configuration

How do you add another approver to an in-progress workflow?

Go to Manage Organization, Pay and Job structures to add an approver to the

- * workflow configuration
- * Go to Auto Delegate to assign a new approver
- * Go to Manage Route Map to divert the request to another approver
- * Go to Manage Workflow Request to insert a new approver

NO.21 Generic Objects

Which standard field is always required in a generic object?

- * externalCode
- * internalCode
- * externalName
- * effectiveStartDate

NO.22 Workflow Configuration

How do you configure alert recipients?

- * Recipients are configured within the EC Alert Business Rule
- * Recipients are configured in Manage Data
- * Recipients are configured as workflow contributors
- * Recipients are configured as workflow approvers

NO.23 Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question

- * Pay Calendar
- * Event reason
- * Cost center
- * Location
- * Pay range

NO.24 Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question

- * personallInfo and globalInfo
- * complInfo and payComponentRecurring
- * jobInfo and organizationInfo
- * personInfo and globalInfo

NO.25 Business Rules

Which objects are supported in cross-entity business rules?

Note: There are 2 correct answers to this question

- * Pay Component Recurring
- * Personal Information
- * Job Information
- * Work Permit Information

NO.26 You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language.

Where do you add the translations?

- * In the Manage Data tool
- * In the Configure Object Definitions tool
- * In the Country Specific Corporate Data Model
- * In the Corporate Data Model

NO.27 Data Models

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- * All Custom associations should be built as one-to-one
- * All custom associations should be built between an XML FO and another XML U FO
- * All custom associations Should be built as one-to-many
- * All custom associations should be built between an MDF FO and another MDF U FO

NO.28 Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question

- * Location to Legal Entity
- * Department to Division
- * Location to Geozone
- * Pay Range to Legal Entity

NO.29 Employee Data

Which of the following are possible options when working with SAP Success Facto Employee Central employee Identifiers?

Note: There are 3 correct answers to this question

- * Once generated, you CANNOT change a User-ID
- * Da user can have multiple User-IDs
- * A user can have only one User-ID
- * Once generated, you CANNOT change a Person-id External
- * A user can have only one Person-id External

NO.30 How is the event reason derived when a business rule is enabled for import?

- * The event reason indicated in the import overrides the onSave ERD rule
- * The event reason must be selected manually
- * The onSave ERD rule overrides the event reason value indicated in the import file
- * The event reason is derived using the catch all rule

NO.31 Your customer would like the Employee Class field from the employee's Job Information block to be available in performance forms.

Which section of the Succession Data Model must you configure to meet this requirement?

- * <hris-sync-mappings>
- * <standard-element>
- * <background-element>
- * <hris-element>

NO.32 Workflow Configuration

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 Data tool.
- * In the Corporate Data Model, confirm that the <hris-field id = 'escalation';> is enabled for HRIS element wfconfig
- * Create the escalation path using the Manage Organization, Pay and Job Structures tool
- * In the Corporate Data Model, confirm that the <hris-field id = 'escalation';> is enabled for HRIS element wfStepApprover

NO.33 When using Import Employee Data, what must you include in your import file for SAP SuccessFactors Employee Central data?

- * User ID field
- * All fields for the object
- * Person ID field
- * Business key fields

NO.34 Business Rules

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- * Compensation Information
- * Biographical Information
- * Personal Information
- * Job Information

NO.35 Data Models

Which person objects support country-specific fields?

Note: There are 2 correct answers to this question!

- * globalInfo

- * emailInfo
- * phoneInfo
- * nationalIdCard

NO.36 Business Rules

In your implementation project, the client requires that the Pay Grade field in the Job Information block be automatically filled after the Job Classification field value is keyed in for an employee.

What are the steps to achieve this?

Note: There are 2 correct answers to this question.

- * Create a business rule with Job Classification as the base object
- * Add an onChange rule trigger to the job-code HRIS field in the Manage Business Configuration
- * Add an onSave rule trigger to the jobInfo HRIS element in the Manage Business Configuration
- * Create a business rule with Job Information as the base object

NO.37 Data Models

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

- * Address1
- * Country
- * Location
- * City

NO.38 Which action in the THEN statement is used for Propagation?

- * Create
- * Raise
- * DSet
- * Execute

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