

C-THR81-2211 Dumps By Pros - 1st Attempt Guaranteed Success [Q21-Q45]



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SAP C_THR81_2211 exam is a comprehensive exam that covers a wide range of topics related to SAP SuccessFactors Employee Central Core. C-THR81-2211 exam consists of 80 questions, and candidates are given three hours to complete it. C-THR81-2211 exam is available in multiple languages, and candidates can take it online or at a testing center. Passing the SAP C_THR81_2211 exam demonstrates that the candidate has the necessary knowledge and skills to implement and configure the Employee Central Core module of SAP SuccessFactors, making them a valuable asset to any organization that uses this software.

SAP C-THR81-2211 (SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2022) Certification Exam is designed to validate the skills of individuals who have a thorough understanding of the SAP SuccessFactors Employee Central Core application. SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2022 certification exam is intended for individuals who have experience with the implementation and administration of the SAP SuccessFactors Employee Central Core application, and who are looking to demonstrate their knowledge and expertise in this area.

Q21. 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?

- * A Composite association in the business unit object definition
- * A Valid When association in the division object definition
- * A Composite association in the division object definition
- * A Valid When association in the business unit object definition

Q22. Which import file creates a user account in the system?

- * Basic Import file
- * Employment Details file
- * Job History file
- * Biographical Information file

Q23. The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- * Set Import rule context to No.
- * Set Mass Changes rule context to No.
- * Set Import rule context to Yes.
- * Set Mass Changes rule context to Yes.

Q24. 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

Q25. 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.

Q26. Pay Component Recurring must always be preceded by which import file?

- * Employment Details
- * Compensation Information
- * Job Information
- * Pay Component Non-Recurring

Q27. 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.

Q28. How do you add another approver to an in-progress workflow?

- * Go to Manage Route Map to divert the request to another approver.
- * Go to Auto Delegate to assign a new approver.
- * Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.
- * Go to Manage Workflow Request to insert a new approver.

Q29. 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

Q30. Which HR objects support role-based import restrictions? Note: There are 3 correct answers to this question.

- * Work Permit Info
- * Job Relationships
- * Compensation Information
- * Personal Information
- * Job Information

Q31. How is the event reason derived when a business rule is enabled for import?

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

Q32. In which section in the Manage Permission Roles tool do you set the visibility for the Date of Birth field in Biographical Information?

- * Employee View
- * Manage User
- * Employee Data
- * Employee Central Effective Dated Entities

Q33. Which business rule scenario is used to set default values or visibility attributes during the hire process?

- * Rules for Hire/Rehire
- * Enforce New Employment for Rehire
- * Generate Employee ID for Hire/Rehire
- * Internal Job History

Q34. When using Import Employee Data, what must you include in your import file for SAP SuccessFactors Employee Central data?

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

Q35. 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.

Q36. How do you configure alert recipients?

- * Recipients are configured in Business Rules.
- * Recipients are configured as workflow approvers.
- * Recipients are configured in Manage Data.
- * Recipients are configured as workflow contributors.

Q37. 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.

Q38. Which of the following blocks allow you to use business rules for triggering event reason derivation?

Note: There are 2 correct answers to this question.

- * Job Relationships
- * Personal Information
- * Job Information
- * Compensation Information

Q39. Which person objects support country-specific fields? Note: There are 2 correct answers to this question.

- * globalInfo
- * personInfo
- * nationalIDcard
- * emailInfo

Q40. Which identifier is used to represent the employee

- * User ID
- * Person ID
- * Job Code ID
- * Position ID

Q41. 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.

Q42. Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

- * Use the Take Action menu.
- * Insert a new record.
- * Add a new employee.
- * Use the pencil icon.

Q43. 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

Q44. 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 Configure Object Definitions tool
- * In the Corporate Data Model
- * In the Manage Organization, Pay and Job Structures tool
- * In the Manage Data tool

Q45. A business rule triggers a transfer event reason when an employee

- * Employee Information Model
- * Job Information
- * Employee Information
- * Job Information Model

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