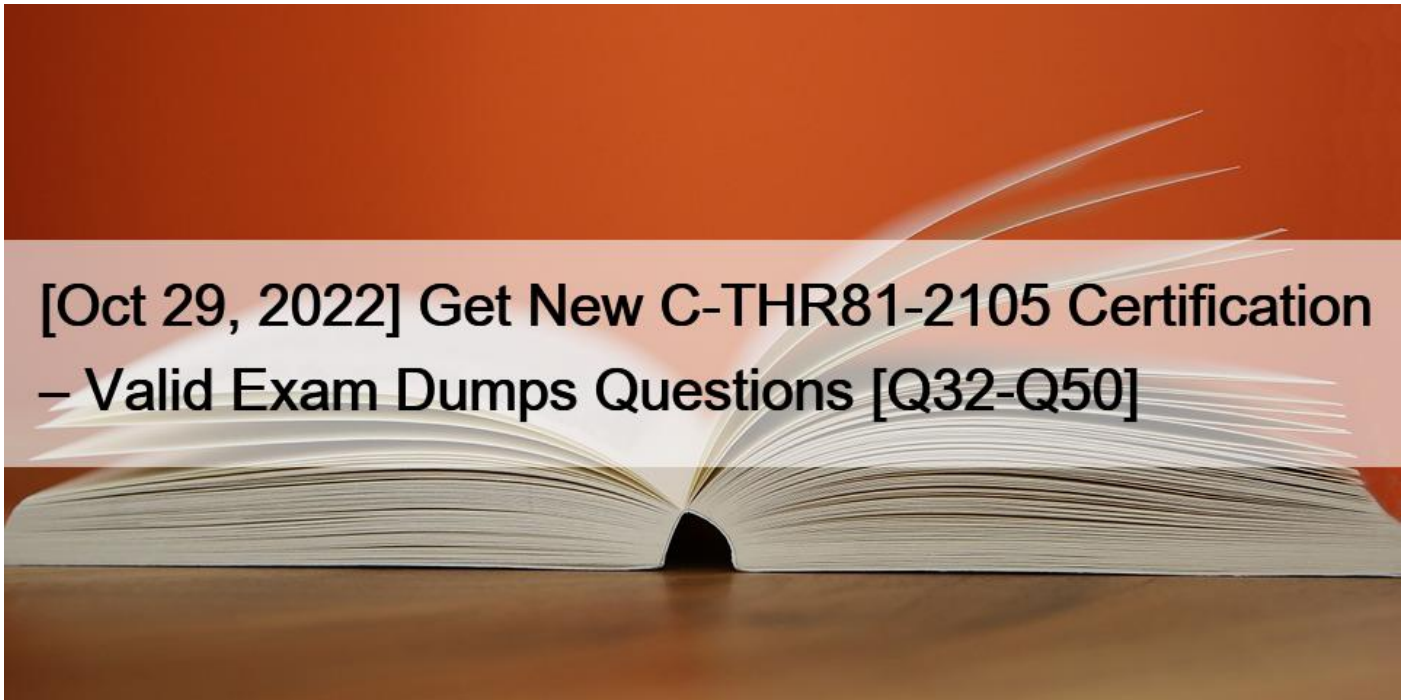


## [Oct 29, 2022 Get New C-THR81-2105 Certification ? Valid Exam Dumps Questions [Q32-Q50]



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### QUESTION 32

A customer has decided they will NOT use the standard weekly hours field on the Foundation Object Legal Entity in their implementation.

What is the SAP SuccessFactors recommendation to configure this field?

Please choose the correct answer.

- \* Set the status of the field to inactive
- \* Delete the field from the list of fields
- \* Set the visibility of the field to none
- \* Delete the association to the field

### QUESTION 33

You can create foundation object records with dates in the past, present, or future.

- \* False
- \* True

### QUESTION 34

our customer asks you to create a custom field for employees in Germany to track personal information.

Where would you configure this?

- \* In the next custom field that is available in the personalInfo element of the country-specific Succession U Data Model
- \* In the next custom field that is available in the globalInfo element of the Succession Data Model
- \* In the next custom field that is available in the globalInfo element of the country-specific Succession Data V U Model
- \* In the next custom field that is available in the personalInfo element of the Succession Data Model

### QUESTION 35

In your implementation project, the client gives you a requirement to automatically fill the Pay Grade field in the Job Information portlet after Job Classification field value is keyed in for an employee. How will you achieve this? Note: 2

- \* Add an onSave rule trigger to the jobInfo hris-element in the Succession Data Model
- \* Add a propagate foundation-element-id entry in the HRIS Propagation XML file
- \* Create a business rule with the base object Job Information
- \* Add an onChange rule trigger to the job-code-hris-field in the Succession Data Model

### QUESTION 36

Which field Data Types uses a Valid Value Source configuration in a generic object? Note: There are 3 correct answers to this question.

- \* Picklist
- \* Foundation Obj
- \* Attachment
- \* Generic Obj
- \* Data Source

### QUESTION 37

When creating a new Generic Object, you want to add a field that references a Legal Entity object. How do you configure this?

Please choose the correct answer.

- \* Choose Foundation Object as data type for the new field and add LegalEntity as the valid values source
- \* Choose Generic Object as data type for the new field and add LegalEntity as the valid values source
- \* Set field ID to LegalEntity for the new field

D Create an MDF Picklist of all Legal Entities and add it to the new field

### QUESTION 38

A customer has foundation objects (FO) and MDF foundation objects (MDF FO) maintained in SAP SuccessFactors Employee Central and needs to configure field attributes such as visibility1 and required1;.

Which tools would you use to configure these attributes? There are 2 correct answers to this question.

- \* Configure Object Definitions
- \* Corporate Data Model
- \* Manage Business Configuration
- \* Manage Organization, Pay and Job Structures

### QUESTION 39

What tool do you use to add a new field to an existing Generic Object? Please choose the correct answer.

- \* Manage Data
- \* Configure Object Definitions
- \* Manage Organization, Pay and Job Structures
- \* Corporate Data Model

### QUESTION 40

Your customer has legal entities that share locations.

What type of association do you configure between foundation objects (FO)?

- \* A ONE\_TO\_ONE association from the Location FO to each Legal Entity FO
- \* A ONE\_TO\_ONE association from the Legal Entity FO to the Location FO
- \* A ONE\_TO\_MANY association from the Location FO to each Legal Entity FO
- \* A ONE\_TO\_MANY association from the Legal Entity FO to the Location FO

### QUESTION 41

In which of the following scenarios will you use the Rule Event Type onChange? Please choose the correct answer.

- \* Business Rule is triggered when a field value is v u changed
- \* Business Rule is triggered when a portlet is saved
- \* Business Rule is triggered when a change to Job Information record is saved
- \* Business Rule is triggered when a portlet is loaded

### QUESTION 42

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot is maintained.



One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance?

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot is maintained.

One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance?

- \* If the system does not find the translation in Simplified Chinese or in German, it will show the translation in US English

- \* If the system does not find the translation in Simplified Chinese, it will show the translation maintained in US English
- \* If the system does not find the translation in Simplified Chinese, it will show the translation maintained in German
- \* If the system does not find the translation in Simplified Chinese or in German , it will show an error

### QUESTION 43

You have been tasked with updating the Job Title of the Mechanical Engineer position record. The mechanical engineer record currently has four incumbents.

Which action will ensure that you will NOT receive the option to synchronize the change to the incumbents?

- \* Modify the record with Manage Data
- \* Modify the record with the EDir link on the position Quickcard
- \* Modify the record with Manage Position
- \* Modify the record with the Manage link on the position Quickcard

### QUESTION 44

How do you enable a Company Structure Overview? There are 3 correct answers to this question.

- \* Configure the new field in the Legal Entity records
- \* Assign permissions to the company structure objects
- \* Configure the Company Structure Definition record
- \* Enable the feature in Manage Employee Central Settings
- \* Add a field to the Legal Entity in Configure ObjectDefinitions

### QUESTION 45

Which of the following are differences between a Full Purge and Incremental Load behavior when importing data? There are 2 correct answers to this question.

- \* When a file is uploaded using the Full Purge Option, the records in the file being uploaded are added to the records already in the system
- \* When a file is uploaded in the Incremental mode, all existing records in the system are overwritten with the records in the file uploaded
- \* When a file is uploaded using the Incremental Load option, the records in the file uploaded are added to the records already in the system
- \* When a file is updated in the Full Purge mode, all existing records in the system are overwritten with the records in the file uploaded

### QUESTION 46

Which of the following is an example of MDF to XML Association? Please choose the correct answer.

- \* Pay Component to Legal Entity
- \* Geo Zone to Location
- \* Legal Entity to Location
- \* Division to Business Unit

### QUESTION 47

A customer gets a larger business and they plan to limit the access of specified users to certain positions only.

From the picture below, how do you restrict access to target populations? There are 2 correct answers to this question.



- \* Use point 3 to grant users access either to every position in the business or to a specific target group of positions.
- \* Use point 2 to grant users access either to every position in the business or to a specific target group of positions.
- \* You can restrict access to positions lower in the hierarchy than the granted user's position.
- \* You cannot restrict access to positions lower in the hierarchy than the granted user's position.

#### QUESTION 48

What can you do with the Pivot Query Designer? There are 2 correct answers to this question.

- \* You can create tables and charts.
- \* You can manipulate list report data
- \* You can schedule the distribution of created tables and charts directly from the tool.
- \* You can calculate statistics, such as the average, variance and standard deviation.

#### QUESTION 49

Which of the following are benefits of using the Payroll Control Center compared to traditional payroll systems? There are 3 correct answers to this question.

- \* Transactional payroll processing
- \* Automated processing
- \* Intuitive user interface
- \* Strategic Insight into payroll prior to production payroll

#### QUESTION 50

What type of data can you manipulate in the Online Report Designer? There are 2 correct answers to this question.

- \* Pivot queries
- \* List reports
- \* Ad hoc reports
- \* Standard reports

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