

[Q45-Q69] 100% Guaranteed Results C-THR81-2111 Unlimited 158 Questions [2023]



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SAP C-THR81-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Describe how to set up the various Data Models in Employee Central Core- Explain the steps for managing system securityTopic 2- Event Reason Derivation- Data Models- Workflow Configuration- Employee DataTopic 3- Security, Settings, and Languages- Describe the structure and function of foundation objectsTopic 4- Business Rules- Foundation Objects- Generic ObjectsTopic 5- Describe how to create and set up workflows- Describe the processes for importing and exporting dataTopic 6- Define the rules for Employee Central Core- Importing and Exporting DataTopic 7- Verify the technical setup of Employee Central Core and explain the processes- Describe how to update employee files

NEW QUESTION 45

In the UI, create a new Location for Canad

a. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field?

Please choose the correct answer.

- * Delete the entire country and start over
- * Search for “Address 4” in the XML and change the requirement
- * Search for “Address 4” in the XML and change the visibility
- * Search for “Address 4” in the XML and change the label

NEW QUESTION 46

Which data type must you use when adding a field to reference Legal Entity in an MDF object? Please choose the correct answer.

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

NEW QUESTION 47

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

NEW QUESTION 48

Which are SUPPORTED by the event reason derivation?

- * Data Change
- * Hire/Rehire
- * Termination
- * Transfer

NEW QUESTION 49

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

In Provisioning, the setting shown in the screenshot 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? Note: There are 3 correct answers to this question.

Default Language:

- * If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.
- * If the system finds the translation maintained in Simplified Chinese, it will show that translation.
- * 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 or in German, it will show an error.
- * If the system does NOT find the translation in Simplified Chinese or in German, it will show the translation maintained in US English.

NEW QUESTION 50

Your customer is experiencing the issue shown in the attached screenshot. What steps do you take to resolve this issue? There are 3 correct answers to this question.



- * Check the employee data using the employee export.
- * Find the picklist ID for the Suffix field in the data model.
- * Check the employee data import file.
- * Check the picklist values for the picklist ID for the Suffix field.
- * Create a new Personal Information dated record to reset the Suffix field.

NEW QUESTION 51

Your customer would like the Employee Class field from the employee's Job Information portlet to be available in performance forms. Which section of the Succession Data Model must you configure to meet this requirement? Please choose the correct answer.

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

NEW QUESTION 52

Which of the following associations is a one-to-one association? Note: There are 2 correct answers to this question.

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

NEW QUESTION 53

Your customer completed a Job Information portlet import. They realized that a field value was NOT correct for all employees. How can they fix this issue?

Please choose the correct answer.

- * Use the import and export data tool and select the incremental load mode with Business Key as Key Preference.
- * Use the Import Employee Data tool and select the Incremental Load mode to perform a partial import.
- * Use the Import Employee data tool and select the Full Purge mode to perform a partial import.
- * Use the import and Export data tool and select the Full Purge Mode with Business Key as Key Preference.

NEW QUESTION 54

In which formats can you export reports built in the online report designer (ORD)? There are 2 correct answers to this question.

- * Comma Separated Values (.csv)
- * Text (.txt)
- * Microsoft Excel (.xlsx)
- * Microsoft PowerPoint (.pptx)

NEW QUESTION 55

Which field data types use a Valid Values Source configuration in a generic object? Note: There are 3 correct answers to this question.

- * Generic object
- * User
- * Attachment
- * Foundation object
- * Picklist

NEW QUESTION 56

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?

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

NEW QUESTION 57

When creating a field for a generic object, which types require a valid values source? There are 3 correct answers to this question.

- * Translatable
- * User
- * Generic Object
- * Foundation Object
- * Picklist

NEW QUESTION 58

In the UI, create a new Location for Canada. The customer wants Address fields 1-3 only. Open your CSF Corporate DM, how will you troubleshoot the Address 4 field? Please choose the correct answer.

- * Delete the entire country and start over
- * Search for Address 4 in the XML and change the requirement
- * Search for Address 4 in the XML and change the visibility
- * Search for Address 4 in the XML and change the label

NEW QUESTION 59

What are the types of Multiplicities available to configure associations? There are 2 correct answers to this question.

- * Many to Many
- * Many to One
- * One to One
- * One to Many

NEW QUESTION 60

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 changed
- * Business Rule is triggered when a portlet is loaded
- * Business Rule is triggered when a change to Job Information record is saved
- * Business Rule is triggered when a portlet is saved

NEW QUESTION 61

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows: You edit the Employment Information portlet of an existing employee file and the Remote Worker? field only displays No Selection in the drop down list. What is the most likely issue?

```
<hris-field max-length="256" id="custom-string5" visibility="both">  
  <label>Remote Worker?</label>  
  <picklist id="YESNO" />  
</hris-field>
```

- * The RBP permissions are incorrect.
- * The picklist ID is incorrect.
- * The field visibility attribute is incorrect.
- * The field datatype is incorrect.

NEW QUESTION 62

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

NEW QUESTION 63

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 64

What is the data type of the Currency field on the Legal Entity object?

- * Generic object
- * Picklist
- * Foundation object
- * Enum

NEW QUESTION 65

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

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

NEW QUESTION 66

Import Employee Data?

- * DELIMIT using Full Purge
- * DELIMIT using Incremental Loads
- * DELETE using Incremental Loads
- * DELETE using Full Purge

NEW QUESTION 67

Your customer needs to establish a payroll approval process in which any one of three people can approve transactions in a timely manner. Where do you define this set of approvers? Please choose the correct answer.

- * In the Manage Permission Groups tool
- * In the Manage Workflow Groups tool
- * In the Configure Business Rules tool
- * In the Manage Organization, Pay and Job Structures tool

NEW QUESTION 68

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.
- * Order of the values is set globally for all picklists.
- * Picklists are used for generic objects.
- * Picklists are effectively dated.

NEW QUESTION 69

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.

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