

## SAP Exam 2023 C\_THR81\_2211 Dumps Updated Questions UPDATED Oct-2023 [Q38-Q52]



### SAP Exam 2023 C\_THR81\_2211 Dumps Updated Questions UPDATED Oct-2023 Get The Most Updated C\_THR81\_2211 Dumps To SAP Certified Application Associate Certification NEW QUESTION 38

What properties can you use in model base objects? Note: There are 2 correct answers to this question.

- \* Required
- \* Boolean
- \* Picklist
- \* Visibility

### NEW QUESTION 39

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

### NEW QUESTION 40

What is generic object FoTranslation used for in SAP SuccessFactors Employee Central?

- \* To translate any generic object records in the instance

- \* To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
- \* To translate MDF FO records
- \* To translate records for FOs that are defined in the Corporate Data Model

#### **NEW QUESTION 41**

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

#### **NEW QUESTION 42**

Which action will trigger a system validation for an in progress workflow?

- \* Updating Job Information with the same effective date
- \* Rehiring an inactive employee
- \* Adding a new employee
- \* Terminating an employee

#### **NEW QUESTION 43**

Which data type must you use when adding a field to reference Legal Entity in an MDF object?

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

#### **NEW QUESTION 44**

How do you align position records to reflect associations built between division and department?

- \* Create filter criteria in the position object.
- \* Create a sync job to copy data from the position record to Job Info.
- \* Create filter criteria in the position org chart.
- \* Create a sync job to copy data from Job Info to the position record.

#### **NEW QUESTION 45**

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?

Note: There are 3 correct answers to this question.

- \* You configure the workflow with the Is Delegate Supported field set to Yes.
- \* The user sets up Auto Delegate through the Quick Links tile on their homepage.
- \* You add HRIS field Is Delegate Supported to the Corporate Data Model.
- \* You add HRIS field Is Delegate Supported to the Succession Data Model.
- \* The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.

#### **NEW QUESTION 46**

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.

#### **NEW QUESTION 47**

Which HRIS fields are always required for HRIS element payComponentNonRecurring in the Succession Data Model? Note: There are 3 correct answers to this question.

- \* Value
- \* Is-target
- \* Frequency
- \* Pay-component-code
- \* Pay-date

#### **NEW QUESTION 48**

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.

#### **NEW QUESTION 49**

You are creating a New Hire rule that will trigger on the Job Information base object when hiring a new employee. Which steps would ensure that this rule triggers? Note: There are 2 correct answers to this question.

- \* In the Succession Data Model, add the rule to the end of the Job Information HRIS element.
- \* In the Manage Business Configuration tool, add the rule to the Job Information HRIS element.
- \* In the Succession Data Model, add the rule to the end of the New Hire Information standard element.
- \* In the Manage Business Configuration tool, add the rule to the Job Information standard element.

#### **NEW QUESTION 50**

Which type of business rule is supported by the Event Reason Derivation Business Rule scenario?

- \* OnChange
- \* OnEdit
- \* OnSave
- \* OnPostSave

#### **NEW QUESTION 51**

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.

## NEW QUESTION 52

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

- \* All new and custom associations should be built as one-to-many.
- \* All new and custom associations should be built between an XML FO and another XML FO.
- \* All new and custom associations should be built as one-to-one.
- \* All new and custom associations should be built between an MDF FO and another MDF FO.

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