



Free Questions for C_THR81_2405 by dumpshq

Shared by Kramer on 09-08-2024

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Question 1

Question Type: MultipleChoice

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use?

Options:

- A- Role
- B- Dynamic Role
- C- Dynamic Group
- D- Manager

Answer:

B

Question 2

Question Type: MultipleChoice

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

Options:

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

Answer:

C

Question 3

Question Type: MultipleChoice

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

Options:

- A- Base Object: Job Information; Assigned to Timezone field as onChange
- B- Base Object: Job Information; Assigned to Location field as onChange
- C- Base Object: Location; Assigned to Timezone field as onSave
- D- Base Object: Location; Assigned to Timezone field as onChange

Answer:

B

Question 4

Question Type: MultipleChoice

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

Options:

- A- Trigger Rules to Display Internal Job History

- B-** Trigger Workflows
- C-** Save Changes to Foundation Objects
- D-** Trigger Rules for Hire/Rehire

Answer:

B, D

Question 5

Question Type: MultipleChoice

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?

Options:

- A-** Manage Permission Groups
- B-** Manage Workflow Requests
- C-** Manage Dynamic Roles

D- Manage Workflow Groups

Answer:

D

Question 6

Question Type: MultipleChoice

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

Options:

- A-** By association, using the countryOf Registration.code in the Condition
- B-** By association, using the countryOf Registration.code in the Source Filter Criteria
- C-** By association, using the 3-letter ISO code of the country in the Condition Values
- D-** By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer:

A, B

Question 7

Question Type: MultipleChoice

You have a global customer who has legal entities in multiple countries. The customer wants to empower employees and managers to use the system, so they have decided to implement Employee Self-Service and Manager Self-Service. The customer also has payroll integration with different systems, and for some countries, the data is manually maintained in the payroll system.

The requirements are as follows:

Employees should be able to update their Personal Information, including Last

Name, Marital Status, and Nationality fields.

Managers should be able to update Job Information on the employee's profile, but limited only to Location, Cost Center, Probation Period, Probation Period Start

Date, and Probation Period End Date.

Only HR admins should have access to approve the workflows, and the manager should only get CC notifications for Personal Information (Name, Marital Status, and Nationality change). For all other changes, the manager should not get any information or notification.

HR admins should be able to change Personal information as well as Employment

Information, and the HR Business Partner needs to approve these. If the HR admin needs to change the Compensation Information approval will need to be granted by their own manager For one country, there needs to be another approval from the data team who will manually maintain the payroll system

The table below summarizes the permissions for each role:

Role	Blocks	Fields
Employee	Personal Information	Last Name, Marital Status, and Nationality
Manager	Job Information	Location, Cost Center, Probation Period, Probation Period Start Date, and Probation Period End Date
HR Admin	Personal Information	All editable fields in Personal Information
HR Admin	Employment Information (Job Information and Compensation Information)	All editable fields in Employment Information (Job Information and Compensation Information)

Workflow Configuration

* Workflow ID

Name

Description

Future Dated Alternate Workflow

Step 1

Approver Type * Approver Role * ? Edit Transaction ? Context ? Relationship to Approver ? No Approver Behavior Respect Permission

Workflow Contributor

Contributor Type * Contributor * ? Relationship to Approver ? Context ? Respect Permission

CC Role

CC Role Type * CC Role * ? Relationship to Approver ? Context ? Respect Permission Email Template Group ?

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request. How do you define this

in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question.

Options:

- A- By selecting in Step 1: Role - Employee HR - Source - Employee
- B- By selecting in Step 1: Role - Manager - Source - Initiator
- C- By selecting in Step 1: Role - Self-Source - Initiator
- D- By selecting in Step 1: Role - Employee HR - Source - Initiator

Answer:

B

Question 8

Question Type: MultipleChoice

What is the recommended practice to start the event reason derivation rules?

Options:

- A- The first IF clause must check if the event reason value is # NULL, then skip the event reason derivation.
- B- The first IF clause must be blank.
- C- The first IF clause must be set to Always True.
- D- The first IF clause must check if the event reason value is = NULL, then skip the event reason derivation.

Answer:

A

Question 9

Question Type: MultipleChoice

You have a global customer who has legal entities in multiple countries. The customer wants to empower employees and managers to use the system, so they have decided to implement Employee Self-Service and Manager Self-Service. The customer also has payroll integration with different systems and for some countries, the data is manually maintained in the payroll system.

The requirements are as follows:

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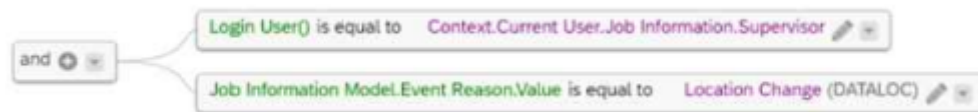
- * Managers should be able to update Job Information on the employee's profile, but limited only to Location, Cost Center, Probation Period. Probation Period Start Date and Probation Period End Date
- * Only HR admins should have access to approve the workflows and the manager should only get CC notifications for Personal Information (Name Mantel Status, and Nationality change) For all other changes, the manager should not get any information or notification
- * HR admins should be able to change Personal Information as well as Employment Information and the HR Business Partner needs to approve these If the HR admin needs to change the Compensation information, approval will need to be granted by their own manager
- * For one country, there needs to be another approval from the data team, who will manually maintain the payroll system

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HR Admin	Personal Information	All editable fields in Personal Information
HR Admin	Employment Information (Job Information and Compensation Information)	All editable fields in Employment Information (Job Information and Compensation Information)

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location. How do you create the IF condition for the workflow derivation rule to meet the above requirements?

A)



B)



C)



D)



Options:

- A- Option A
- B- Option B
- C- Option C
- D- Option D

Answer:

A

Question 10

Question Type: MultipleChoice

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

Options:

- A- To translate XML FO field labels
- B- To translate any generic object field labels in the instance
- C- To translate MDF FO field labels

D- To translate XML and MDF FO field labels

Answer:

C

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