



Free Questions for C_THR81_2405 by vceexamstest

Shared by Terrell on 22-07-2024

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Question 1

Question Type: MultipleChoice

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager. When is the CC workflow notification sent out?

Options:

- A- When the employee initiates the workflow
- B- When the approvers decline the workflow
- C- When the workflow is sent back by any approver
- D- When the workflow is approved by all approvers

Answer:

A

Question 2

Question Type: MultipleChoice

Which of the following processes in Position Management are controlled from Position Management Settings? Note: There are 3 correct answers to this question.

Options:

- A- To Be Hired Status Adaptation
- B- Move Position with Supervisor on Job Information change
- C- Follow Up Activity in Position
- D- Automated Daily Hierarchy Adaptation
- E- Synchronize Position Matrix Relationships to Job Relationships of Incumbents

Answer:

A, D, E

Question 3

Question Type: MultipleChoice

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

Options:

- A- A user can have multiple user ids.
- B- Once generated, you CANNOT change a person id external.
- C- A user can have only one person id external.
- D- A user can have only one user id.
- E- Once generated, you CANNOT change a user id.

Answer:

A, C, E

Question 4

Question Type: MultipleChoice

In which order must you assign the rules?

In which order must you assign the rules?

Options:

- A-** WFD, ERD1, ERD2, ERD3, ERD-Catch
- B-** ERD-Catch, ERD1, ERD2, ERD3, WFD
- C-** aERD1, ERD2, ERD3, ERD-Catch, WFD

Answer:

C

Question 5

Question Type: MultipleChoice

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block. What do you need to add to the data models? Note: There are 2 correct answers to this question.

Options:

- A- <field-criteria> as part of <hris-field='company'>
- B- as part of <hris-element id='location'>
- C- as part of <hris-element id='jobInfo'>
- D- <field-criteria> as part of <hris-field='location'>

Answer:

B, D

Question 6

Question Type: MultipleChoice

How does the system validate the destination object for composite associations?

Options:

- A- The system validates if the destination object has effective dating set to Basic.

- B-** The system validates if the destination object has effective dating set to None.
- C-** The system validates if the destination object has effective dating set to From Parent.
- D-** The system validates if the destination object has effective dating set to Multiple Changes Per Day.

Answer:

C

Question 7

Question Type: MultipleChoice

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

Options:

- A-** To restrict access to create lower-level positions from the Position Org Chart
- B-** To restrict access at the field level when creating positions
- C-** To restrict access to create positions from Manage Positions

D- To restrict access to create positions based on the granted user's target population

Answer:

A, D

Question 8

Question Type: MultipleChoice

Your customer would like to automate its company's HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions.

You are asked to create the following rules based on your customer's requirements:

- * Three event reason derivation rules (ERD1. ERD2. ERD3)
- * A separate catch-all event reason derivation rule (ERD-Catch)
- * A workflow derivation rule based on event reasons (WFDJ)
- * A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default_JobClass)
- * A rule to use AddressChange workflow for any address change requests (WFD_Address)

* A cross-entity rule to auto-calculate the Base_Salary amount based on changes to the FTE value for any event other than Hire or Rehire (Jobinfo_FTE_Comp)

Answer the questions to ensure the event reasons and workflow rules adhere to

How do you set the event date in Compensation Information for the JobInfo_FTE_Comp cross-entity rule?

A)

Then

Set Compensation Information Model.Employment Details Model.Job Information.Event Date to be equal to Job Information.Event Date.Value

B)

Then

Set Spot Bonus Model.Employment Details Model.Job Information.Event Date to be equal to Spot Bonus Model.Spot Bonus.Employment Details.Job Information.Event Date

C)

Then

Set Compensation Information Model.Event Date.Value to be equal to Compensation Information Model.Employment Details Model.Job Information.Event Date

D)

Then

Set Job Information Model.Employment Details Model.Compensation Information \exists .Event Date to be equal to Job Information Model.Event Date.Value
The rule selects one entry from the collection "Compensation Information" where...

Options:

A- Option A

B- Option B

C- Option C

D- Option D

Answer:

C

Question 9

Question Type: MultipleChoice

To which Job information field will you assign the Default_JobClass rule?

Options:

A- Job Code

B- Employee Class

C- Job Title

D- Pay Grade

Answer:

A

Question 10

Question Type: MultipleChoice

In a generic object with a picklist field, what must be entered in the Valid Values Source?

Options:

A- Picklist Code

B- Picklist Value External Code

C- Picklist Value ID

D- Legacy Picklist ID

Answer:

C

Question 11

Question Type: MultipleChoice

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

Options:

- A- Event Type: onInit; Base Object: Standard Hours
- B- Event Type: onChange; Base Object: Employee Information
- C- Event Type: onEdit; Base Object: Employee Information
- D- Event Type: onSave; Base Object: Legal Entity

Answer:

B

Question 12

Question Type: MultipleChoice

How do you create country-specific fields for the Legal Entity object?

Options:

- A-** As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- B-** As a generic object with a composite association to the Legal Entity object
- C-** As a generic object with a Valid When association to the Legal Entity object
- D-** As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object

Answer:

A

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