

# SAP.C-THR81-2405.v2024-12-07.q62

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## NEW QUESTION: 1

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

- A. Picklist Code
- B. Picklist Value ID
- C. Picklist Value External Code
- D. Legacy Picklist ID

**Answer: (SHOW ANSWER)**

## NEW QUESTION: 2

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated. What is the expected behavior of this workflow?

- A. The alternate workflow is used when there is a future-dated record entered for the employee.
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. An approver can automatically reroute this request to another employee during vacation.

**Answer: A (LEAVE A REPLY)**

## NEW QUESTION: 3

How do you configure alert recipients?

- A. Recipients are configured as workflow approvers.
- B. Recipients are configured as workflow contributors.
- C. Recipients are configured within the EC Alerts business rule.
- D. Recipients are configured in Manage Data.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 4**

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the business unit object definition
- B. A Composite association in the division object definition
- C. A Valid When association in the business unit object definition
- D. A Valid When association in the division object definition

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 5**

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?

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

**Answer:** A ([LEAVE A REPLY](#))

**NEW QUESTION: 6**

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?

- A. The system will allow both workflows to continue.
- B. The system will cancel the second workflow.
- C. The system will reject both workflows.
- D. The system will cancel the first workflow.

**Answer:** ([SHOW ANSWER](#))

**NEW QUESTION: 7**

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be accessed by using SAP For Me.
- C. Customers can use the dashboard in the dev, test, and production tenants.

D. It can be used in all SAP S/4HANA Cloud editions.

**Answer: B,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 8**

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

A. Create a field in the legal Entity HRIS element in the Country Specific Field Corporate Data Model.

B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.

C. Create a field in the Legal Entity France object in Configure Object Definition.

D. Create a field in the legal Entity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 9**

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

A. In Manage Business Configuration > jobInfo

B. In Position Management Settings > Hierarchy Adaptation

C. In Configure Object Definitions > Position

D. In Position Management Settings > UI Customizing

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 10**

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

A. Save Changes to Foundation Objects

B. Trigger Workflows

C. Trigger Rules for Hire/Rehire

D. Trigger Rules to Display Internal Job History

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 11**

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 (WFD)

- \* 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 SAP SuccessFactors recommended practices.

Which rule supports the Default\_JobClass requirement?

- A.
- B.
- C.
- D.

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 12**

Which method of modifying employee data will trigger an event reason derivation?

- A. Using Add New Hire
- B. Deleting a record in history UI
- C. Using Actions menu in People Profile
- D. Inserting a new record in history UI

**Answer: C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 13**

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Address Information
- B. Job Information
- C. Personal Information
- D. Pay Component Recurring

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 14**

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onSave rules
- C. onView rules
- D. onChange rules

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 15**

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[SUBJECT\_USER]]
- B. [[RECIPIENT\_NAME]]
- C. [[HRIS\_ELEMENT]]
- D. [[EVENT\_REASON]]

**Answer: A,D (LEAVE A REPLY)**

#### **NEW QUESTION: 16**

In which order must you assign the rules?

- A. ERD-Catch, ERD1, ERD2, ERD3, WFD
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. ERD1, ERD2, ERD3, ERD-Catch, WFD
- D. WFD, ERD1, ERD2, ERD3, ERD-Catch

**Answer: C (LEAVE A REPLY)**

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#### **NEW QUESTION: 17**

Which destination objects do you select for the Valid When and Composite associations?

Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Lower level object
- C. Composite association - Child object
- D. Valid When association - Higher level object

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 18**

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- C. It can be accessed by using SAP For Me.

D. Customers can grant access to the dashboard to partners.

**Answer: C,D (LEAVE A REPLY)**

**NEW QUESTION: 19**

How do you set the event date in Compensation Information for the JobInfo\_FTE\_Comp cros rule?

- A.
- B.
- C.
- D.
- E.
- F.

**Answer: E (LEAVE A REPLY)**

**NEW QUESTION: 20**

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields? Note: There are 3 correct answers to this question.

- A. Create a new generic object.
- B. Update the field criteria of the association.
- C. Create a composite association to the new generic object on Legal Entity.
- D. Update the condition and condition values of the association.
- E. Create a composite association on the new generic object to Legal Entity.

**Answer: A,B,C (LEAVE A REPLY)**

**NEW QUESTION: 21**

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish release management.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- E. Establish regular housekeeping tasks and procedures.

**Answer: A,C,D (LEAVE A REPLY)**

**NEW QUESTION: 22**

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

- A. Trigger Workflows
- B. Save Changes to Foundation Objects
- C. Trigger Rules for Hire/Rehire

D. Trigger Rules to Display Internal Job History

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 23**

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. Position Management Settings > UI Customizing
- B. In Configure Object Definitions > Position
- C. In Position Management Settings > Hierarchy Adaptation
- D. In Manage Business Configuration > jobInfo

Answer: A ([LEAVE A REPLY](#))

**NEW QUESTION: 24**

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.

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

Answer: B,C,E ([LEAVE A REPLY](#))

**NEW QUESTION: 25**

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?

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

Answer: D ([LEAVE A REPLY](#))

**NEW QUESTION: 26**

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated. What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- B. The alternate workflow is used when there is a future-dated record entered for the employee.

C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.

D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 27**

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

A. Option D

B. Option C

C. Option A

D. Option B

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 28**

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, Mantel 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, 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. The table below summarizes the permissions for each role:

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.

**Answer: D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 29**

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- A. SOAP
- B. RFC
- C. OData
- D. IDoc

**Answer: B,C ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 30**

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Addresses
- B. Job History
- C. Job Relationships
- D. Employment Details

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 31**

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.
- B.

C.

D.

Answer: C ([LEAVE A REPLY](#))

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**NEW QUESTION: 32**

Which condition must be used for the jobinfo\_FTE\_Comp rule?

A. Option D

B. Option C

C. Option B

D. Option A

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 33**

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

A. Personal Information

B. Job Information

C. Work Permit Information

D. Pay Component Recurring

Answer: B,D ([LEAVE A REPLY](#))

**NEW QUESTION: 34**

Where can you apply rule contexts? Note: There are 2 correct answers to this question.

A. onSave rules

B. onView rules

C. onInit rules

D. onChange rules

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 35**

Which destination objects do you select for the Valid When and Composite associations?

Note: There are 2 correct answers to this question.

- A. Valid When association - Higher level object
- B. Composite association - Child object
- C. Composite association - Parent object
- D. Valid When association - Lower level object

**Answer: A,B (LEAVE A REPLY)**

#### **NEW QUESTION: 36**

The manager has the ability to change the salary during the workflow. Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit without Route Change
- B. No edit
- C. Edit with Route Change
- D. Edit Attachment Only

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 37**

Which mathematical formula must be set in the THEN condition to meet the Jobinfo\_FTE\_Comp rule requirement?

- A.  $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- B.  $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- C.  $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- D.  $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 38**

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:

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct. Where in the workflow do you need to define this?

Refer to the screenshot to answer the question.

- A. No Approver Behavior
- B. Edit Transaction
- C. Respect Permission
- D. Context

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 39**

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 40**

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The Company field should NOT be included in the business rule.
- C. The Parent Position field should NOT be included in the business rule.
- D. The workflow configuration should NOT be included in the business rule.

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 41**

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Set or reset TBH status if an incumbent's FTE is changed
- B. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- C. Define a specific transition period for a group of positions
- D. Respect workflow at Copy Position in Position Organizational Chart
- E. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position

**Answer: A,B,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 42**

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

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

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 43**

Which object requires entity-type to be configured in HRIS sync mapping?

- A. complInfo
- B. phoneInfo
- C. jobInfo
- D. personInfo

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 44**

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- B. Create a job requisition for a vacant position
- C. Nominate a successor for a position
- D. Add a lower-level position
- E. Mass copy positions

**Answer: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 45**

A customer has scheduled an HRIS sync job, which includes mapping of titles, to run every Friday. On Tuesday; an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday. When will the synchronization happen?

- A. Tuesday; the day the transaction is entered
- B. Thursday; when the change becomes effective
- C. Friday; when the sync job completes
- D. Saturday; the day after the sync job completes

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 46**

Which rule can effectively catch all unspecified events in a transaction?

- A.
- B.
- C.
- D.

**Answer: B (LEAVE A REPLY)**

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#### **NEW QUESTION: 47**

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Termination
- B. Data change
- C. Hire
- D. Transfer

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 48**

What does it mean when a position is subjected to capacity control?

- A. The standard hours are checked to prevent the position from being understaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The target FTE is checked to prevent the position from being overstaffed.

D. The target FTE is checked to prevent the position from being understaffed.

**Answer: C ([LEAVE A REPLY](#))**

**NEW QUESTION: 49**

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the labels.
- B. Change the external\_code of an event.
- C. Change the status.
- D. Add a new language translation.
- E. Add a new event.

**Answer: A,C,D ([LEAVE A REPLY](#))**

**NEW QUESTION: 50**

The manager has the ability to change the salary during the workflow.

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit Attachment Only
- B. Edit without Route Change
- C. No edit
- D. Edit with Route Change

**Answer: B ([LEAVE A REPLY](#))**

**NEW QUESTION: 51**

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 (WFD)
- \* 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

In which order must you assign the rules?

- A. ERD-Catch, ERD1, ERD2, ERD3, WFD
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. ERD1, ERD2, ERD3, ERD-Catch, WFD
- D. WFD, ERD1, ERD2, ERD3, ERD-Catch

**Answer: ([SHOW ANSWER](#))**

**NEW QUESTION: 52**

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A.** Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- B.** Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group.
- C.** Create permission groups for each legal entity and assign them to the HR admin role.
- D.** Create dynamic groups per each legal entity and add the necessary approver steps.

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 53**

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

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

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 54**

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A.** Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- B.** Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- C.** Create a field in the Legal Entity France object in Configure Object Definition.
- D.** Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

**Answer: B (LEAVE A REPLY)**

**NEW QUESTION: 55**

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 (WFD)
  - \* 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 SAP SuccessFactors recommended practices.

Which rule can effectively catch all unspecified events in a transaction?

- A.
- B.
- C.
- D.

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 56**

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. complInfo and payComponentRecurring
- B. personinfo and globalInfo
- C. personallInfo and globalInfo
- D. jobinfo and organizationInfo

**Answer: A,C (LEAVE A REPLY)**

#### **NEW QUESTION: 57**

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 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:

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

- A.
- B.
- C.
- D.

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 58**

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

**Answer: B ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 59**

Which rule can effectively catch all unspecified events in a transaction?

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

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 60**

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to then add dg-filter="true"
- B. Go to then add cost-center
- C. Go to then add cost-center
- D. Go to then add filter="true"

**Answer: A ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 61**

Which mathematical formula must be set in the THEN condition to meet the JobInfo\_FTE\_Com requirement?

- A.  $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$

- B.  $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- C.  $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base\_Salary}$
- D.  $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$

Answer: ([SHOW ANSWER](#))

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#### NEW QUESTION: 62

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Trigger Rules to Calculate Full-Time Equivalent
- B. Update Rule for Mass Change Run
- C. Derive Job Requisition Template in Recruiting Integration
- D. Trigger Rules for Off Cycle Event Batch
- E. Create Right to Return for Incumbent

Answer: ([SHOW ANSWER](#))

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