

SAP.C_THR81_2305.v2023-12-04.q38

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NEW QUESTION: 1

Data Models

Which person objects support country-specific fields?

Note: There are 2 correct answers to this question!

- A. emailInfo
- B. globalInfo
- C. nationalIdCard
- D. phoneInfo

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 2

Foundation Objects

A customer needs to create a custom field that appears only for Legal Entity records with a country of France.

How do you create the required field?

Create a field in the legal Entity HRIS element in the Country Specific Field

- A. Corporate Data Model Create a field in the legal Entity HRIS element in the 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. Add field criteria to only display the field when the country is France
- D. Create a field in the Legal Entity France object in Configure Object Definition.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 3

Employee Data

Which fields must be enabled for the HRIS element payComponentNonRecurring?

Note: There are 3 correct answers to this question.

- A. value
- B. frequency
- C. is-target
- D. pay-date
- E. pay-component-code

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

NEW QUESTION: 4

Data Models

You need to create a one-to-many association from Location to Legal Entity. You 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

- A. <association> a part of <hris-element id="jobInfo">
- B. CH <association> as part of <hris-element id="location">
- C. CH <field-criteria> as part of <hris-field="location">
- D. <field-criteria> as part of <hris-field="company">

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 5

Which action in the THEN statement is used for Propagation?

- A. DSet
- B. Execute
- C. Create
- D. Raise

Answer: A (LEAVE A REPLY)

NEW QUESTION: 6

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

- A. Use DELIMIT operation in Incremental Load
- B. Use DELETE operation in Full Purge
- C. Use DELETE operation in Incremental Load
- D. Use DELIMIT operation in Full Purge

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 7

A customer needs to have 5 levels in their Logical Organizational structure for their Employee Central implementation.

How could you accomplish this?

Note: There are 2 correct answers to this question

- A. Create a new object to represent the 5th level in the Metadata Framework
- B. Create a custom field that would reference the 5th level in the Succession Data Model
- C. Repurpose the legal entity object to represent the 5th level in the Metadata Framework
- D. Repurpose an object to represent the 5th level in the Corporate Data Model

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 8

A customer has scheduled an HRIS sync job, which includes mapping of job 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. Thursday, when the change becomes effective
- B. Saturday, the day after the sync job completes
- C. Friday, when the sync job completes
- D. Tuesday, the day the transaction is entered

Answer: C (LEAVE A REPLY)

NEW QUESTION: 9

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

- A. To translate any generic object records in the instance
- B. To translate XML and MDF FO records
- C. To translate MDF FO records
- D. To translate XML FO records

Answer: C (LEAVE A REPLY)

NEW QUESTION: 10

Security, Settings, and Languages

Where can you apply rule contexts?

Note: There are 2 correct answers to this question

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 11

How does the effective start date of a record affect valid When associations?

- A. You can only associate records when they were created the same day
- B. You can associate a child record if it is after the parent's effective start date
- C. You can associate a child record that precedes the parent's effective start date
- D. You can associate records with the same effective start dates

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

NEW QUESTION: 12

What distinguishes a one-to-many association from a one-to-one association in the user interface?

Note: There are 2 correct answers to this question

- A. A one-to-one association displays as a field in the foundation record
- B. A one-to-many association displays as a field in the foundation record
- C. A one-to-one association displays as a separate section in the foundation record
- D. A one-to-many association displays as a separate section in the foundation record

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

NEW QUESTION: 13

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question

- A. Location to Legal Entity
- B. Pay Range to Legal Entity
- C. Department to Division
- D. Location to Geozone

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

Which of the following blocks allow you to use business rules for triggering event reason derivation?

Note: There are 2 correct answers to this question

- A. Personal Information
- B. Job Information
- C. Job Relationships
- D. Compensation Information

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

NEW QUESTION: 15

Data Models

Which employment objects support a country-specific field configuration?

Note: There are 2 correct answers to this question

- A. Job Relationship Info
- B. Pay Component Recurring
- C. Employment Details
- D. Job Information

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

NEW QUESTION: 16

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information Model
- B. EH Job Information Model
- C. Job Information
- D. Employee Information

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

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NEW QUESTION: 17

Security, Settings, and Languages

In which section in the Manage Permission Roles tool do you set the Biographical Information?

- A. Employee View
- B. Employee Central Effective Dated Entities
- C. Employee Data
- D. Manage User

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

NEW QUESTION: 18

Security, Settings, and Languages

How do you ensure manager roles are able to initiate job relationship transactions through Take Action in People Profile?

- A. Job Relationship Actions: No Selection i-i Edit Link: No Selection LJ Relationship Type: View Current Name: View Current

B. Use the attached image as a visual guide

Job Relationship Actions: View Current

Edit Link: View Current/History/Edit/Insert

Relationship Type: View Current

Name: View Current

C. Job Relationship Actions: Select All

Edit Link: No Selection

Relationship Type: View Current Name: View Current

D. Job Relationship Actions: Edit/insert

Edit Link: No Selection

Relationship Type: View Current/History/Edit/Insert

Name: View Current/History/Edit/Insert

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

Importing and Exporting Data

Which actions can you perform with the Import and Export Data tool?

Note: There are 2 correct answers to this question

A. Download a template

B. Import employee records

C. Export employee data

D. Import zip files

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

NEW QUESTION: 20

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

A. Job History

B. Employment Details

C. Job Relationships

D. Addresses

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

Employee Data

Which fields must be enabled for the HRIS element `payComponentNonRecurring`?

Note: There are 3 correct answers to this question.

A. frequency

B. is-target

C. pay-component-code

D. value

E. pay-date

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

You need to create a new hire template for employees that are hired into a legal entity in the United States. You need to allow HR admins in that legal entity to use the template.

What actions must you take to accomplish this?

Note: There are 2 correct answers to this question

- A. Create a template that includes a custom MDF object
- B. Create a template that includes two to ten pages
- C. Assign HR Admins to use the hire template in Add New Employee
- D. Assign HR admins to use the hire template in Manage Data

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

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

- A. Calculate Full-Time Equivalent
- B. Internal Job History
- C. Trigger Workflows
- D. Rules for Hire/Rehire

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

NEW QUESTION: 24

Which import file creates a user account in the system?

- A. Job History file
- B. Employment Details file
- C. Basic Import file
- D. Biographical Information file

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

NEW QUESTION: 25

Workflow Configuration

What tags are supported in Alert Messages?

Note: There are 2 correct answers to this question

- A. `[[HRIS_ELEMENT]]`
- B. `[[SUBJECTJJSER]]`
- C. `[[RECIPIENT_NAME]]`
- D. `[[EVENT_REASON]]`

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

NEW QUESTION: 26

Fields in the termination screen are configured in which object?

- A. Employment Information
- B. Job Information
- C. Personal Information
- D. Compensation Information

Answer: (SHOW ANSWER)

NEW QUESTION: 27

Data Models

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

- A. All custom associations should be built between an MDF FO and another MDF U FO
- B. All custom associations should be built between an XML FO and another XML U FO
- C. All Custom associations should be built as one-to-one
- D. All custom associations Should be built as one-to-many

Answer: D (LEAVE A REPLY)

NEW QUESTION: 28

Workflow Configuration

Your client has a requirement to create an escalation path for their New Hire workflow. Which steps will you follow to configure this escalation path?

Note: There are 2 correct answers to this question.

- A. In the Corporate Data Model, confirm that the <hris-field id = "escalation"> is enabled for HRIS element wfStepApprover
- B. Create the escalation path using the Manage Organization, Pay and Job Structures tool
- C. In the Corporate Data Model, confirm that the <hris-field id = "escalation"> is enabled for HRIS element wfconfig
- D. Create the escalation path using the Manage Data tool.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 29

Pay Component Recurring must always be preceded by which import file?

- A. Pay Component Non-Recurring
- B. Compensation Information
- C. Employment Details
- D. Job Information

Answer: A (LEAVE A REPLY)

NEW QUESTION: 30

You want to configure a business rule that will automatically propagate Job Title from the Job Classification during the new hire process.

What object will you choose as the base object? Note: There are 2 correct answers to this question

- A. Job Classification
- B. Employee Information
- C. Job Information
- D. Job Title

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

NEW QUESTION: 31

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 32

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

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

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

NEW QUESTION: 33

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. Add a new language translation.
- D. Add anew event
- E. Change the status

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

NEW QUESTION: 34

How do you create Country/Region specific fields (CSF) for a country that does not have pre-delivered CSF fields?

Note: There are 3 correct answers to this question

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

You are translating the Job Title field of the Engineer job classification so that users in different countries can see the job title in their own language.

Where do you add the translations?

- A. In the Manage Data tool
- B. In the Corporate Data Model
- C. In the Configure Object Definitions tool
- D. In the Country Specific Corporate Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

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

Note: There are 2 correct answers to this question

- A. Enable the field in the Corporate Data Model
- B. Define the delegate relationship in Employee Central
- C. Enable the field in Succession Data Model
- D. Enable the auto delegate permission for users

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

NEW QUESTION: 37

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

- A. Foundation object
- B. Generic object
- C. User
- D. Picklist
- E. Attachment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Workflow Configuration

How do you configure alert recipients?

- A. Recipients are configured in Manage Data
- B. Recipients are configured within the EC Alert Business Rule
- C. Recipients are configured as workflow approvers
- D. Recipients are configured as workflow contributors

Answer: ([SHOW ANSWER](#))

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