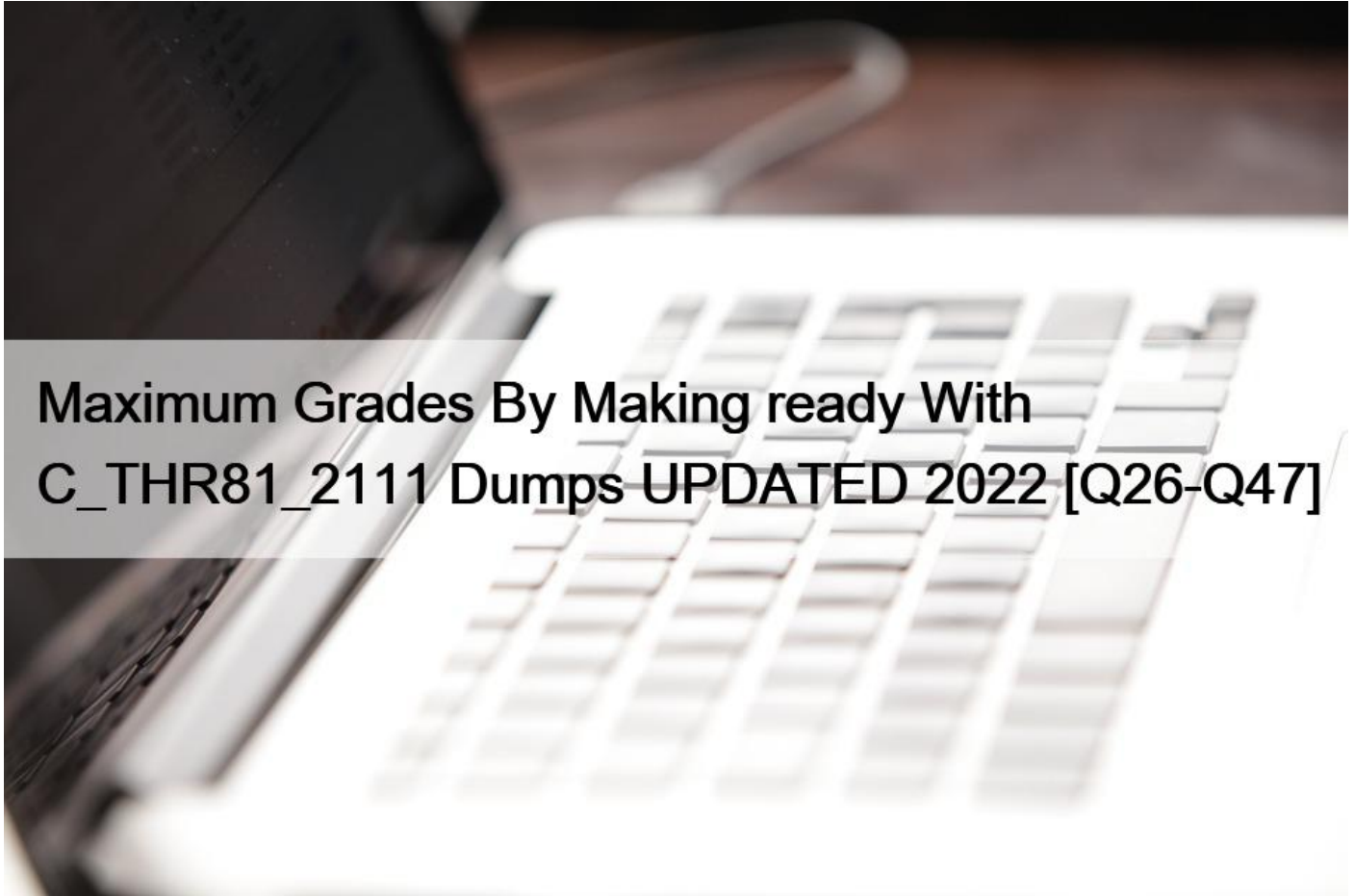# Maximum Grades By Making ready With C_THR81_2111 Dumps UPDATED 2022 [Q26-Q47

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SAP C_THR81_2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Verify the technical setup of Employee Central Core and explain the processes- Describe how to update employee filesTopic 2- Security, Settings, and Languages- Describe the structure and function of foundation objectsTopic 3- Describe how to set up the various Data Models in Employee Central Core- Explain the steps for managing system security

Topic 4- Describe how to create and set up workflows- Describe the processes for importing and exporting dataTopic 5- Business Rules- Foundation Objects- Generic ObjectsTopic 6- Define the rules for Employee Central Core- Importing and Exporting Data

QUESTION 26

What does SAP SuccessFactors recommend to create new and custom associations between Foundation Objects? Please choose the correct answer.

* All new and custom associations should be built as One to One.
* All new and custom associations should be built between an XML FO and another XML FO.
* All new and custom associations should be built between an MDF FO and another MDF FO.
* All new and custom associations should be built as One to Many.

QUESTION 27

How do you add another approver to an in-progress workflow?
* Go to Manage Workflow Request to insert a new approver.
* Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.
* Go to Manage Route Map to divert the request to another approver.
* Go to Auto Delegate to assign a new approver.

QUESTION 28

On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?
* Above all onChange rules
* Below all onSave rules
* Above all onSave rules
* Below all onChange rules

QUESTION 29

What isan accurate description of Else Logic when creating a business rule? Please choose the correct answer.
* Which condition needs to be met before the system actions defined in the Then statement are execute
* Which condition needs to be met when the Ifstatement is NOT true
* How the system reacts to the condition in the If statement
* How the system reacts if the If condition is NOT true

QUESTION 30

You want to create a generic (MDF) object that has a composite association with two other MDF objects.

Where do you define the

association?

Please choose the correct answer.
* In the Corporate data model
* In the Configure Business Rules tool
* In the Configure Object Definition tool
* In the Manage Data tool

QUESTION 31

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows.

You access the employee file and the field is not visible. What is the most likely issue?

```
<hris-field max-length="256" id="custom-string5" visibility="both">
 <label>Remote Worker?</label>
 <pickligt id="YESNO" />
</hris-field>
```

Please choose the correct answer.
* The picklist syntax is incorrect
* The field visibility attribute is incorrect.
* The picklist ID is incorrect.
* The RBP permissions are incorrect

QUESTION 32

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

QUESTION 33

In which of the following scenarios will you use the Rule Event Type onChange? Please choose the correctanswer.
* Business Rule is triggered when a field value is changed
* Business Rule is triggered when a portlet is loaded
* Business Rule is triggered when a change to Job Information record is saved
* Business Rule is triggered when a portlet is saved

QUESTION 34

How do you configure the Auto Delegate feature for workflows? There are 2 correct answersto this question.
* Configure the “Is Delegate Supported” field in the Corporate Data Model
* Set the “Is Delegate Supported” field to “Yes” in the workflow configuration.
* Configure auto delegation by creating a new rule in the Rules Engine tool.
* Conf igure the “Is Delegate Supported” field in the XML for the workflow rules.

QUESTION 35

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.
* Change the labels.
* Change the external_code of an event.
* Change the status.
* Add a new event.
* Add a new language translation.

QUESTION 36

How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question.
* Use DELETE operation in Full Purge
* Use DELIMIT operation in Full Purge
* Use DELETE operation in Incremental Load
* Use DELIMIT operation in Incremental Load

QUESTION 37

The Event Reason Derivation Business Rule scenario supports creating which type of business rule?
* onView
* onChange
* onSave
* onInit

QUESTION 38

Initiator initiated workflow on January 15th. Another initiator initiated the same action but this time, for January 30 effective date. What will happen?
* The system will allow the workflow to continue
* The system will give an error

QUESTION 39

What is the appropriate destination object to assign to the following association types? Note: There are 2 correct answers to this question.
* Composite – Child Object in the hierarchical structure
* Composite – Parent Level Object in the hierarchical structure
* Valid When – Higher Level Object in the hierarchical structure
* Valid When – Lower Level Object in the hierarchical structure

QUESTION 40

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

QUESTION 41

Which employment objects support country-specific fields? There are 2 correct answers for this question
* Job Relationship Info
* Employment Details
* Pay Component Recurring
* Job Information

QUESTION 42

Import Employee Data?
* DELIMIT using Full Purge
* DELIMIT using Incremental Loads
* DELETE using Incremental Loads
* DELETE using Full Purge

QUESTION 43

Why would you need to set up a Time Account Type? Please choose the correct answer.
* To allow employees to request their own time off.
* To enforce rules around vacation rollover
* To set up automatic accruals
* To give qualifying employees jury duty leave.

QUESTION 44

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? Note: There are 2 correct answers to this question.
* Set the externalCode field to Read Only.
* Create a Valid When association for the object.
* Create at least one configuration UI for the object.
* Set the externalCode field to Data Type = User.

QUESTION 45

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? Please choose the correct answer.
* Manage Dynamic Groups
* Manage Workflow Requests
* Manage Permission Groups
* Manage Workflow Groups

QUESTION 46

How many business rules must be created a set up a “catch all” workflow for the job information portlet?

Please choose the correct answer.
* 2
* 4
* 3
* 1

QUESTION 47

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 Composite association in the business unit object definition
* A Valid When association in the division object definition
* A Valid When association in the business unit object definition
* A Composite association in the division object definition

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