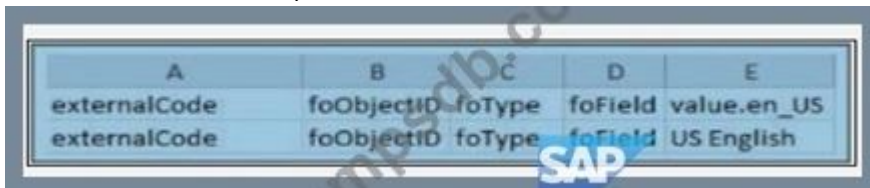


SAP.C-THR81-2111.v2023-01-11.q93

Exam Code:	C-THR81-2111
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NEW QUESTION: 1

Your customer wants Foundation Object data to be translated. You provide the customer with the FoTranslation_MDFExport file to begin the translation process (as shown in the attached screenshot).



A	B	C	D	E
externalCode	foObjectID	foType	foField	value.en_US
externalCode	foObjectID	foType	foField	US English

Which column in the export file must you complete? Please choose the correct answer.

- A. foType
- B. foField
- C. externalCode
- D. value

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

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.

- A. In the Corporate data model

- B. In the Configure Business Rules tool
- C. In the Configure Object Definition tool
- D. In the Manage Data tool

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

NEW QUESTION: 3

Which of the following are requirements to build a Company Structure Overview with multiple objects? There are 2 correct answers to this question.

- A. Objects must have a 'composite' association
- B. Objects must be XML-based Foundation Objects
- C. Objects must be MDF Objects
- D. Objects must have a Valid when' association

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

What actions can you take within the Manage Business Configuration tool? Note: There are 3 correct answers to this question.

- A. Add a custom portlet to the employee files.
- B. Create a new picklist.
- C. Change the visibility of a field to read-only.
- D. Add a custom field to the employee files.
- E. Change the label of a field.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

You remove the Cost Center HRIS element from the Corporate Data Model. What must be done in the Succession Data Model to avoid errors in the system? Please choose the correct answer.

- A. The Cost Center HRIS element must be set to required = "false".
- B. The Cost Center HRIS element must be set to visibility = "none".
- C. The Cost Center field in the Job Info element must be set to required = "false".
- D. The Cost Center field in the Job Info element must be set to visibility = "none".

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

NEW QUESTION: 6

How do you align position records to reflect associations built between division and department?

- A. Create a sync job to copy data from the position record to Job Info.
- B. Create a sync job to copy data from Job Info to the position record.
- C. Create filter criteria in the position object.
- D. Create filter criteria in the position org chart.

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

NEW QUESTION: 7

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

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

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

NEW QUESTION: 8

What is an accurate description of Else Logic when creating a business rule? Please choose the correct answer.

- A. How the system reacts if the If condition is NOT true
- B. How the system reacts to the condition in the If statement
- C. Which condition needs to be met before the system actions defined in the Then statement are executed
- D. Which condition needs to be met when the If statement is NOT true

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

NEW QUESTION: 9

What data model do you use to set up a National ID display format? Please choose the correct answer.

- A. Country-specific Corporate Data Model
- B. Succession Data Model
- C. Corporate Data Model
- D. Country-specific Succession Data Model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the position do you need to attach the rule?

- A. Initialize Rules section in the Position object
- B. Rules section in the Legal Entity object
- C. Rules section in the position Code field
- D. Save Rules section in the Position object

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

NEW QUESTION: 11

The Escalation shown below is configured in your client's instance. This Escalation is referenced in the Job Change Workflow. The Job Change Workflow is triggered for an employee and the workflow has stalled.

In what scenario will the Human Resources manager receive an escalation notification if the Manager does not take action after 2 days? Please choose the correct answer.



stepNumber	escalationRouteFrom	targetValue	escalationAfterDays
1	Current Approver	Manager	2
2	Original Approver	Manager Manager	3
3	Subject Employee	HR	5

- A. The Manager's Manager does not take any action for the next 3 days
- B. The Manager revokes the escalation
- C. The Manager's Manager declines the escalation
- D. The Manager's Manager does not take any action for the next 1 day

Answer: A (LEAVE A REPLY)

NEW QUESTION: 12

How is a country-specific field created for MDF foundation objects? Please choose the correct answer.

- A. As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object
- B. As a generic object with a composite association to the MDF foundation object
- C. As a generic object with a valid when association to the MDF foundation object
- D. As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

Which foundation objects can you use to structure a customer's business? There are 2 correct answers to this question.

- A. Division (hris-element-id: division)

- B. Job Information (hris-element-id: jobInfo)
- C. Employment Details (hris-element-id: employmentInfo)
- D. Legal Entity (hris-element-id: company)

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

NEW QUESTION: 14

How are Country Specific Fields created for MDF Foundation Objects? Please choose the correct answer.

- A. As a Generic Object with a "valid when" association to the MDF Foundation Object
- B. As an hris-element in the CSF Corporate Data Model with a "valid when" association to the MDF Foundation Object
- C. As a Generic Object with a "composite" association to the MDF Foundation Object
- D. As an hris-element in the Corporate Data Model with a "composite" association to the MDF Foundation Object

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

What is the appropriate destination object to assign to the following association types?

Note: There are 2 correct answers to this question.

- A. Composite - Child Object in the hierarchical structure
- B. Valid When - Higher Level Object in the hierarchical structure
- C. Valid When - Lower Level Object in the hierarchical structure
- D. Composite - Parent Level Object in the hierarchical structure

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

NEW QUESTION: 16

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

- A. Picklist
- B. Boolean
- C. Required
- D. Visibility

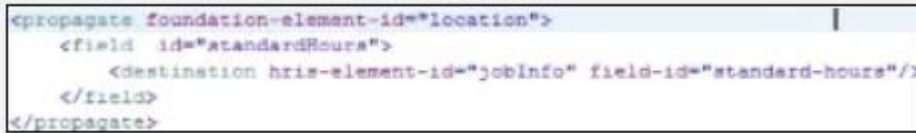
Answer: C,D ([LEAVE A REPLY](#))

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NEW QUESTION: 17

Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer.



```
<propagate foundation-element-id="location">
  <field id="standardHours">
    <destination hris-element-id="jobInfo" field-id="standard-hours"/>
  </field>
</propagate>
```

- A. <propagation-mapping foundation-field="location.standardHours" hris- field = "jobInfo.location" />
- B. <propagation-mapping foundation-field="location.externalCode" hris- field = "jobInfo.externalCode" />
- C. <propagation-mapping foundation-field="location.externalCode" hris- field = "jobInfo.location" />
- D. <propagation-mapping foundation-field="location.standardHours" hris-field = "jobInfo.externalCode" />

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

What type of association would you build if you wanted one cost center to havemany job classifications?

Please choose the correct answer.

- A. Composite association
- B. XML association
- C. Join by column association
- D. Valid when association

Answer: (SHOW ANSWER)

NEW QUESTION: 19

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.

- A. Manage Workflow Groups
- B. Manage Dynamic Groups
- C. Manage Permission Groups
- D. Manage Workflow Requests

Answer: (SHOW ANSWER)

NEW QUESTION: 20

Which person objects support country-specific fields? There are 2 correct answers for this question

- A. personInfo
- B. globalInfo
- C. nationalIDcard
- D. emailInfo

Answer: (SHOW ANSWER)

NEW QUESTION: 21

Which elements are part of employee profile configuration in the Succession Data Model?

Note: There are 2 correct answers to this question.

- A. HRIS actions
- B. User Info elements
- C. Standard elements
- D. HRIS elements

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 22

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files? There are 2 correct answers to this question.

- A. Set the externalCode field to Data Type = User
- B. Set the externalCode field to Read Only
- C. Create a Valid When association for the object
- D. Create at least one configuration UI for the object

Answer: (SHOW ANSWER)

NEW QUESTION: 23

A customer wants to create a custom field as part of the employment data. How do you fulfill requirement? Please choose the correct answer.

- A. 1. Create the new field in the Succession Data Model. O 2. Import the XML file using provisioning.
3. Set the visibility attribute of the custom field in configure employee files.
- B. 1. Create the new field in the Succession Data Model. V O 2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.
- C. 1. Create the new field in the Corporate Data Model. O 2. Import the updated XML file using provisioning.
3. Set the visibility of the field to "both" using role-based permissions.
- D. 1. Create a new HRIS element and a custom field. O 2. Import the XML file using provisioning.
3. Set permissions for the new element and field using role-based permissions.

Answer: (SHOW ANSWER)

NEW QUESTION: 24

In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Classification field value is keyed in for an employee. How will you achieve this? Note: There are 2 correct answers to this question.

- A. Add an onChange rule trigger to the job-code HRIS field in the Succession Data Model.
- B. Create a business rule with Job Information as the base object.
- C. Create a business rule with Job Classification as the base object.
- D. Add an onSave rule trigger to the jobInfo HRIS element in the Succession Data Model.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 25

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

- A. Corporate Data Model
- B. Manage Data
- C. Configure Object Definition
- D. HRIS PropagationXML file

Answer: D (LEAVE A REPLY)

NEW QUESTION: 26

Which hris-fields are always required for the hris-element payComponentNonRecurring in the Succession Data Model? There are 3 correct answers to this question.

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

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

NEW QUESTION: 27

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows: You edit the Employment Information portlet of an existing employee file and the Remote Worker? field only displays No Selection in the drop down list. What is the most likely issue?

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

- A. The field visibility attribute is incorrect.
- B. The picklist ID is incorrect.
- C. The field datatype is incorrect.
- D. The RBP permissions are incorrect.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 28

Which HRIS fields are always required for HRIS element payComponentNonRecurring in the Succession Data Model? Note: There are 3 correct answers to this question.

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

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

NEW QUESTION: 29

Propagation &&NO_OVERWRITE&&?

- A. Employment Details
- B. Job Relationships
- C. Address Information
- D. Personal Information

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 30

What is the correct sequence in which to load the employee data files into SAP SuccessFactors Employee Central? Please choose the correct answer.

- A. 1. Biographical Information Import
- 2. Employment details import
- 3. Basic Import
- 4. Job history import
- B. 1. Basic Import
- 2. Biographical Information Import
- 3. Job history import
- 4. Employment details import
- C. 1. Basic Import
- 2. Biographical Information Import
- 3. Employment details import
- 4. Job History import
- D. 1. Biographical Information Import
- 2. Employment details import

3. Job history import

4. Basic Import

Answer: (SHOW ANSWER)

NEW QUESTION: 31

How do you set the current and future managers of an employee as approvers in a workflow? Note:

There are 2 correct answers to this question.

A. For current manager, set Context: Source

B. For current manager, set Context: Target

C. For future manager, set Context: Target

D. For future manager, set Context: Source

Answer: A,C (LEAVE A REPLY)

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NEW QUESTION: 32

What can you do when creating the config UI for the generic object? Note: There are 3 correct answers to this question.

A. Add a picklist to a field.

B. Change the data type for a field.

C. Move fields to different positions.

D. Remove a field.

E. Add a new field.

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

NEW QUESTION: 33

An employee is being transferred to a new location. The reporting structure for this employee is changing. The future manager is an approver of this employee's transfer workflow.

The future manager can update the transaction. What do you need to configure? Please choose the correct answer.

A. Approver Role =
Employee Manager

Edit Transaction = Edit with Route Change

Context = Source

B. Approver Type = Role

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

C. Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = No Edit

Context = Target

Approver Type = Role

D. Approver Type = Dynamic Group

Approver Role = Employee Manager

Edit Transaction = Edit with Route Change

Context = Source

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

Which type of business rule is supported by the Event Reason Derivation Business Rule scenario?

A. OnSave

B. OnPostSave

C. OnEdit

D. OnChange

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

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

A. Job Information

B. Work Permit Information

C. Pay Component Recurring

D. Personal Information

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

NEW QUESTION: 36

How do you define Event Reasons as country specific? There are 3 correct answers to this question.

A. Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns

B. Create an association with the Destination Object Event Reason Wrapper with Type Composite

C. Add the Event Reason to Country records as per your requirements in Manage Data Tool

D. Make a correction to the definition of the Country object

E. Create an association with the Destination Object with Event Reason Wrapper with Type Valid When

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

NEW QUESTION: 37

On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?

A. Below all onSave rules

B. Below all onChange rules

C. Above all onSave rules

D. Above all onChange rules

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

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

A. The event reason must be selected manually.

B. The event reason is derived using the catch all rule.

C. The onSave ERD rule overrides the event reason value indicated in the import file.

D. The event reason indicated in the import overrides the onSave ERD rule.

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

NEW QUESTION: 39

Which of the following associations are ONE_TO_ONE associations? There are 2 correct answers for this question

A. Location to Geozone

B. Department to Division

C. Pay Range to Legal Entity

D. Location to Legal Entity

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

NEW QUESTION: 40

When using Import Employee Data, what must you include in your import file for Employee Central data?

A. Person ID field

B. All fields for the object

C. Business key fields

D. User ID field

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

NEW QUESTION: 41

Which permission controls a user to access the Edit button in the History of the Job Information block?

- A. Job Information Actions > View History
- B. Job Information Actions > Correct
- C. Job Information Actions > Edit/Insert
- D. Edit Link > Edit/Insert

Answer: B (LEAVE A REPLY)

NEW QUESTION: 42

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 43

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

Note: There are 3 correct answers to this question.

- A. You add HRIS field Is Delegate Supported to the Succession Data Model.
- B. You configure the workflow with the Is Delegate Supported field set to Yes.
- C. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.
- D. You add HRIS field Is Delegate Supported to the Corporate Data Model.
- E. The user sets up Auto Delegate through the Quick Links tile on their homepage.

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

NEW QUESTION: 44

Which of the below define the rules for period-end processing? There are 3 correct answers to this question.

- A. At the end of the period, all balances are set to 0.
- B. The remaining balance is carried forward, but only up to a certain limit.
- C. At the end of the period, all balances are set to 1.
- D. At the end of the period, all balances are set to 1.
- E. Any remaining balance is carried forward from the old account to the new one.

Answer: (SHOW ANSWER)

NEW QUESTION: 45

Which person objects support country-specific fields? Note: There are 2 correct answers to this question.

- A. emailInfo
- B. nationalIDcard
- C. globalInfo
- D. personInfo

Answer: (SHOW ANSWER)

NEW QUESTION: 46

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- A. Set Import rule context to Yes
- B. Set Mass Changes rule context to Yes
- C. Set Mass Changes rule context to No
- D. Set Import rule context to No

Answer: D (LEAVE A REPLY)

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NEW QUESTION: 47

With which location record can a legal entity record with an effective start date of today be associated? Note: There are 2 correct answers to this question.

- A. A location record with an effective start date of 01/01/1900
- B. A location record with an effective start date of 1 month from now
- C. A location record with an effective start date of today
- D. A location record with an effective start date of 1 month ago

Answer: (SHOW ANSWER)

NEW QUESTION: 48

How is a country-specific field created for MDF foundation objects?

- A. As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object

NEW QUESTION: 52

Which employment objects support country-specific fields? There are 2 correct answers for this question

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

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

NEW QUESTION: 53

A business rule triggers a transfer event reason when an employee's legal entity is changed.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

Which hrisc-fields are always required for the hrisc-element payComponentNonRecurring in the Succession Data Model? There are 3 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

What right is automatically granted to an administration user created in provisioning? Please choose the correct answer.

- A. Proxy Management
- B. Manage Role Based Permission Access
- C. Manage Permission Groups
- D. Manage Permission Roles

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

NEW QUESTION: 57

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

- A. jobInfo and organizationInfo
- B. complInfo and payComponentRecurring
- C. personallInfo and globalInfo
- D. personInfo and globalInfo

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

NEW QUESTION: 58

Which of the following list of events can trigger retroactive accounting? There are 3 correct answers to this question.

- A. Time sheet data entered in the system
- B. Hiring
- C. Update to employee contact information
- D. Past Salary Increase

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 59

Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Location
- B. Cost Center
- C. Event Reason
- D. CD Pay Range
- E. Business Unit

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 60

In which section in the Manage Permission Role tool will you set the visibility for the Date of Birth field in Biographical information? Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 61

In which of the following scenarios will you use the Rule Event Type onChange? Please choose the correct answer.

- A. Business Rule is triggered when a field value is changed
- B. Business Rule is triggered when a change to Job Information record is saved
- C. Business Rule is triggered when a portlet is loaded
- D. Business Rule is triggered when a portlet is saved

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 62

What does the Report Distributor allow you to do? There are 2 correct answers to this question.

- A. To create report bundles to be sent via e-mail in PDF format.
- B. To send custom reports on a regular basis.
- C. To create an ad-hoc query to distribute to a list of recipients.
- D. To preview a report and make corrections before sending it.

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

NEW QUESTION: 63

Which methods to alter employee files trigger event reason derivation when editing the Job Information Portlet? There are 2 correct answers to this question.

- A. Change Job and Compensation Information from the Take Action button
- B. History > Edit on the portlet
- C. History > Insert New Record on the portlet
- D. Edit (Pencil Icon) on the portlet

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 64

What schema or report definition type is used to find all promotions during a specific time period? Please choose the correct answer.

- A. Information (Date Range)
- B. Employee Central
- C. Person and Employment Audit
- D. Recurring Compensation Information (Date Range)

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

NEW QUESTION: 65

What actions can you take within the Manage Business Configuration tool? There are 3 correct answers to this question.

- A. Create a new picklist
- B. Add a custom portlet to the employee files
- C. Change the label of the field
- D. Change the visibility of a field to read-only
- E. Add a custom field to the employee files

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

NEW QUESTION: 66

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

- A. Corporate Data Model
- B. Manage Data
- C. Configure Object Definition
- D. HRIS Propagation XML file

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 67

What is the maximum period you can set for a rule trace?

- A. 7 days
- B. 3 days
- C. 2 days
- D. 5 days

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

NEW QUESTION: 68

How do you ensure manager roles are able to initiate job relationship transactions through Take Action in People Profile? Use the attached image as a visual guide.

- A. (a) Job Relationship Actions: Select All (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current
- B. (a) Job Relationship Actions: View Current (b) Edit Link: View Current/History/Edit/Insert (c) Relationship Type: View Current (d) Name: View Current

C. (a) Job Relationship Actions: No Selection (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current

D. (a) Job Relationship Actions: Edit/Insert (b) Edit Link: No Selection (c) Relationship Type: View Current/History/Edit/Insert (d) Name: View Current/History/Edit/Insert

Answer: (SHOW ANSWER)

NEW QUESTION: 69

What is the purpose of SuccessFactor's Application Programming Interface (SFAPI)? Please choose the correct answer.

A. Allows data to be extracted from SuccessFactors' products and used in external products.

B. Maps and transfers extracted data from SuccessFactors' Employee Central to internal products.

C. Maps and transfers extracted data from SuccessFactors' products to external products.

D. Allows data to be extracted from SuccessFactors' Employee Central and used for internal products.

Answer: (SHOW ANSWER)

NEW QUESTION: 70

How do you migrate to the role-based permission framework? There are 3 correct answers to this question.

A. You have to migrate your configuration from the test system to your production system.

B. SuccessFactors validate the configuration in the production system.

C. SuccessFactors configures permissions in a test system for you.

D. You fill out a configuration workbook to help SuccessFactors understand the roles required by your company.

E. You perform a user acceptance testing on the test system.

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

NEW QUESTION: 71

During initial testing in an implementation, you need to create 8 cost center foundation object records.

What tools can you use to create the records? Note: There are 3 correct answers to this question.

A. Import Foundation Data

B. Manage Data

C. Configure Object Definition

D. Import and Export Data

E. Manage Organization, Pay and Job Structures

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

NEW QUESTION: 72

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? In the Configure Object Definitions tool.

- A. globalInfo
- B. emailInfo
- C. nationalIDcard
- D. personInfo

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 73

Which standard field is always required in a generic object?

- A. externalCode
- B. internalCode
- C. effectiveStartDate
- D. externalName

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 74

Your customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen.

Where in the position object do you need to attach the rule?

- A. Rules section in the Position Code field
- B. Rules section in the Legal Entity field
- C. Save Rules section in the position object
- D. Initialize Rules section in the position object

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

NEW QUESTION: 75

Which identifier is used to represent the employee

- A. Person ID
- B. Position ID
- C. Job Code ID
- D. User ID

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 76

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

- A. jobInfo
- B. phoneInfo

C. personInfo

D. complInfo

Answer: (SHOW ANSWER)

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NEW QUESTION: 77

The Event Reason Derivation Business Rule scenario supports creating which type of business rule?

A. onInit

B. onChange

C. onView

D. onSave

Answer: D (LEAVE A REPLY)

NEW QUESTION: 78

Determine the default values or determine the visibility for certain fields during the hire/rehire process.

A. Enforce New Employment for Rehire

B. Internal Job History

C. Rules for Hire/Rehire

D. Generate Employee ID for Hire/Rehire

Answer: C (LEAVE A REPLY)

NEW QUESTION: 79

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

What steps would you take to complete their requirement? Note: There are 2 correct answers to this question.

A. Manage Workflow Groups > Create Dynamic Group

B. Manage Workflow Requests > Create Workflow Approvers

C. Manage Organization, Pay and Job Structures > Create Workflow Configuration

D. Manage Organization, Pay and Job Structures > Create Dynamic Roles

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 80

Your customer needs to establish a payroll approval process in which any one of three people can approve transactions in a timely manner. Where do you define this set of approvers? Please choose the correct answer.

- A. In the Configure Business Rules tool
- B. In the Manage Organization, Pay and Job Structures tool
- C. In the Manage Workflow Groups tool
- D. In the Manage Permission Groups tool

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 81

Your company is moving its headquarters to a new Legal Entity next month. You have already created the new Legal Entity record with next month's date.

Next you go to the existing headquarters location Record to associate the new Legal Entity but it does not display. What is the most likely reason?

Please choose the correct answer.

- A. There is no way to create a future-dated Legal Entity.
- B. You did not properly save the new Legal Entity.
- C. The effective start dates of the records are not compatible.
- D. You cannot edit the Headquarters record once it is created.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 82

What picklist feature is only available for generic object picklists? Please choose the correct answer.

- A. Exporting
- B. Language translation
- C. Ordering
- D. Effective dating

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 83

What type of association would you build if you wanted one cost center to have many job classifications? Please choose the correct answer.

- A. Valid when association
- B. Join by column association
- C. Composite association
- D. XML association

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 84

Which of the following are features of picklists created in the Picklist Center? There are 2 correct answers to this question.

- A. Picklists are effectively dated
- B. The picklist value order is set globally
- C. Unused values in a picklist can be marked as OBSOLETE
- D. Picklists are used for Generic Objects

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

NEW QUESTION: 85

Which steps are REQUIRED to set up the Auto Delegation feature for a Workflow in Employee Central? There are 3 correct answers to this question.

- A. The user sets up Auto Delegate through the Quick Links tile on their Homepage
- B. You add the hris-field is-delegate-supported to the Succession Data Model
- C. You configure Workflow with the field 'Is Delegate Support' set to YES
- D. You add the hris-field is-delegate-supported to the Corporate Data Model
- E. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 86

Which HR objects support role-based import restrictions? Note: There are 3 correct answers to this question.

- A. Job Relationships
- B. Compensation Information
- C. Job Information
- D. Personal Information
- E. Work Permit Info

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

NEW QUESTION: 87

How do you define Event Reasons as country specific? There are 3 correct answers to this question.

- A. Add the Event Reason to Country records as per your requirements in Manage Data Tool
- B. Make a correction to the definition of the Country object
- C. Create an association with the Destination Object with Event Reason Wrapper with Type Valid When
- D. Create an association with Destination Object with Event Reason Wrapper with Type Join By Columns

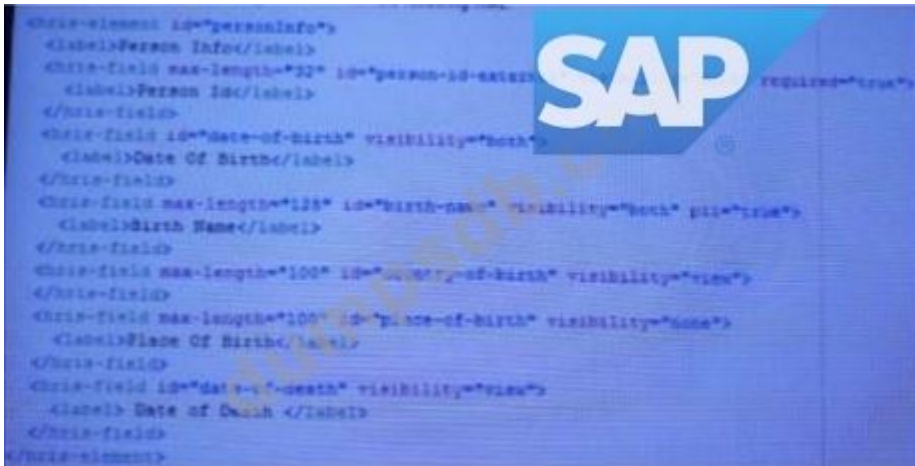
E. Create an association with theDestination Object Event Reason Wrapper with Type Composite

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

NEW QUESTION: 88

You configure the hris-element personInfo with the following XML. What field is masked in the portlet?

Please choose the correct answer.



```
<hris-element id="personInfo">
  <label>Person Info</label>
  <hris-field max-length="20" id="person-id-status" required="true">
    <label>Person Id</label>
  </hris-field>
  <hris-field id="date-of-birth" visibility="both">
    <label>Date Of Birth</label>
  </hris-field>
  <hris-field max-length="125" id="birth-name" visibility="both" pii="true">
    <label>Birth Name</label>
  </hris-field>
  <hris-field max-length="100" id="country-of-birth" visibility="view">
  </hris-field>
  <hris-field max-length="100" id="place-of-birth" visibility="none">
    <label>Place Of Birth</label>
  </hris-field>
  <hris-field id="date-of-death" visibility="view">
    <label>Date of Death</label>
  </hris-field>
</hris-element>
```

- A. Birth Name
- B. Person Id
- C. Place of Birth
- D. Date of Death

Answer: (SHOW ANSWER)

NEW QUESTION: 89

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 Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.
- B. Create the escalation path using the Manage Organization, Pay and Job Structures tool.
- C. Create the escalation path using the Manage Data tool.
- D. In the Corporate Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 90

What is the data type of the Currency field on the Legal Entity object?

- A. Foundation object
- B. Generic object
- C. Enum

D. Picklist

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 91

What are the employment-related entities supported by the cross-entity rules?

- A. Job Information
- B. Personal Information
- C. Job Relationships
- D. Pay Component Non-Recurring
- E. Pay Component Recurring
- F. Compensation Information
- G. Work Permit Information
- H. Employment Information

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 92

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 <hris-element=
- B. Go to <dg-filters> then add cost-center
- C. Go to <custom-filters> then add cost-center
- D. Go to <hris-field id =

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

NEW QUESTION: 93

Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Business Unit
- B. Cost Center
- C. Event Reason
- D. CD Pay Range
- E. Location

Answer: ([SHOW ANSWER](#))

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