

SAP.C_THR81_2111.v2022-04-20.q26

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NEW QUESTION: 1

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

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

NEW QUESTION: 2

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

Which of the following associations is a one-to-one association? Note: There are 2 correct answers to this question.

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 4

You create a config UI based on the Uniform Request custom generic object, as shown in the screen shot. What field must have ID externalCode to display the UI in the People Profile?

The screenshot shows the SAP 'Manage Data' configuration page for a 'Uniform Request' object. The page includes a search bar with 'Uniform Request' selected, a 'Create New' button, and a list of fields for configuration. The fields are: 'Requested date' (value: 08/01/2018), 'Apron Size' (value: Click or touch to edit), 'Employee' (value:), and 'Shoes Size' (value:). A large 'SAP' logo is overlaid on the bottom left of the screenshot. The 'Employee' field is the correct answer as it must have ID externalCode to display the UI in the People Profile.

- A. Shoes Size
- B. Apron Size
- C. Employee
- D. Requested Date

Answer: C (LEAVE A REPLY)

NEW QUESTION: 5

Which elements are part of employee profile configuration in the Succession Data Model? Note: There are 2 correct answers to this question.

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 6

A business rule triggers a transfer event reason when an employee

- A. Job Information Model

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

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

NEW QUESTION: 7

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

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

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

NEW QUESTION: 8

Which import file creates a user account in the system?

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

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

NEW QUESTION: 9

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

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

NEW QUESTION: 10

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

- A. The event reason is derived using the catch all rule.
- B. The onSave ERD rule overrides the event reason value indicated in the import file.
- C. The event reason must be selected manually.
- D. The event reason indicated in the import overrides the onSave ERD rule.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

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 portlet. What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field=
- B. <association> as part of <hris-element id=
- C. <field-criteria> as part of <hris-field=
- D. <association> as part of <hris-element id=

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

Which business rule scenario is used to set default values or visibility attributes during the hire process?

- A. Generate Employee ID for Hire/Rehire
- B. Enforce New Employment for Rehire
- C. Rules for Hire/Rehire
- D. Internal Job History

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

NEW QUESTION: 13

A local Job Information field must be added. Where do you add a field that pertains to a country NOT yet configured in the data model?

- A. Country/region object definition
- B. Country-specific Corporate Data Model
- C. Country-specific Succession Data Model
- D. Succession Data Model

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

NEW QUESTION: 14

How do you add another approver to an in-progress workflow?

- A. Go to Manage Organization, Pay and Job structures to add an approver to the workflow configuration.
- B. Go to Manage Route Map to divert the request to another approver.
- C. Go to Manage Workflow Request to insert a new approver.
- D. Go to Auto Delegate to assign a new approver.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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

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

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

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

NEW QUESTION: 16

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 future manager, set Context: Source
- B. For future manager, set Context: Target
- C. For current manager, set Context: Target
- D. For current manager, set Context: Source

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

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NEW QUESTION: 17

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

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

NEW QUESTION: 18

Which permission controls a user

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

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

NEW QUESTION: 19

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

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

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

NEW QUESTION: 20

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

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

NEW QUESTION: 21

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 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 Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig.

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

NEW QUESTION: 22

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

- A. Above all onChange rules
- B. Below all onSave rules
- C. Below all onChange rules
- D. Above all onSave rules

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

NEW QUESTION: 23

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 Corporate Data Model.

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

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

NEW QUESTION: 24

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Location
- B. Address1
- C. Country
- D. City

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

NEW QUESTION: 25

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

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

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

NEW QUESTION: 26

Which pages support onInit business rules? Note: There are 2 correct answers to this question.

- A. Job Information History page
- B. Add New Employee wizard
- C. Manage Organization, Pay and Job Structures
- D. Personal Information Edit page

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

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