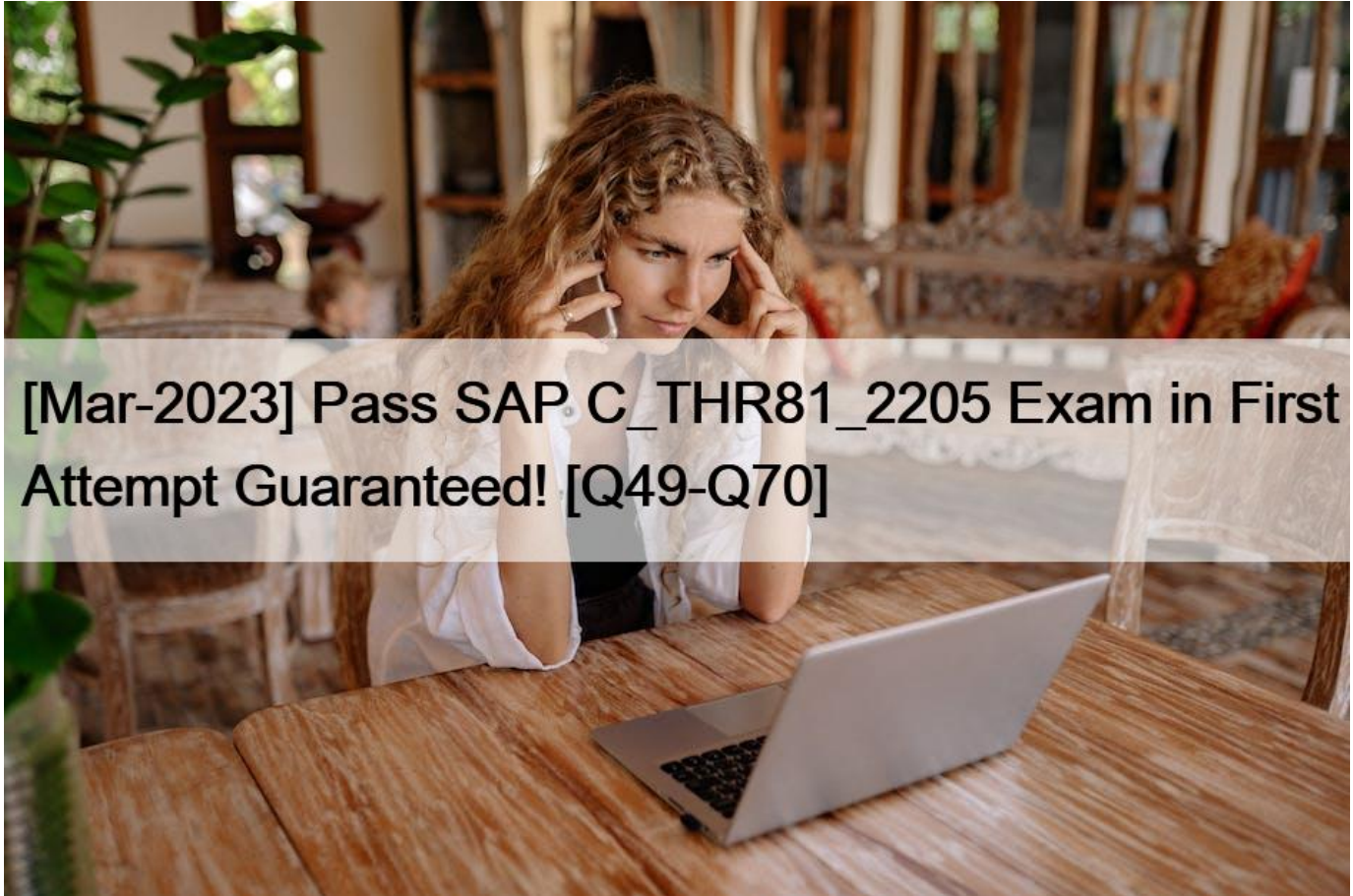


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[Mar-2023 Pass SAP C_THR81_2205 Exam in First Attempt Guaranteed! Full C_THR81_2205 Practice Test and 82 unique questions with explanations waiting just for you, get it now! NO.49 How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question.

- * Use DELETE operation in Incremental Load
- * Use DELIMIT operation in Incremental Load
- * Use DELETE operation in Full Purge
- * Use DELIMIT operation in Full Purge

NO.50 Import Employee Data?

- * DELETE using Full Purge
- * DELETE using Incremental Loads
- * DELIMIT using Full Purge
- * DELIMIT using Incremental Loads

NO.51 Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- * Pay Component Recurring
- * Work Permit Information

- * Personal Information
- * Job Information

NO.52 You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added translations for the foundation object (FO) records in the client system in Simplified Chinese. In Provisioning, the setting shown in the screenshot is maintained. One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance? Note: There are 3 correct answers to this question.

- * If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.
- * If the system does NOT find the translation in Simplified Chinese or in German, it will show an error.
- * If the system finds the translation maintained in Simplified Chinese, it will show that translation.
- * If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in US English.
- * If the system does NOT find the translation in Simplified Chinese or in German, it will show the translation maintained in US English.

NO.53 What is the correct sequence for uploading data models when implementing Employee Central?

- * Corporate Data Model > Succession Data Model > Country-specific Corporate Data Model > Country-specific Succession Data Model
- * Succession Data Model > Corporate Data Model > Country-specific Succession Data Model > Country-specific Corporate Data Model
- * Corporate Data Model > Country-specific Corporate Data Model > Succession Data Model > Country-specific Succession Data Model
- * Succession Data Model > Country-specific Succession Data Model > Corporate Data Model > Country-specific Corporate Data Model

NO.54 You configure the hr:element personInfo with the following XML. What field is masked in the portlet?

Please choose the correct answer.

- * Person Id
- * Place of Birth
- * Birth Name
- * Date of Death

NO.55 Which event is NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- * Termination
- * Hire
- * Transfer
- * Data change

NO.56 How do you configure alert recipients?

- * Recipients are configured in Business Rules.
- * Recipients are configured as workflow approvers.
- * Recipients are configured in Manage Data.
- * Recipients are configured as workflow contributors.

NO.57 Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- * Employment Details
- * Pay Component Recurring
- * Job Relationship Info
- * Job Information

NO.58 What is the identifier that represents the employment of an employee?

- * User ID
- * Position ID
- * Person ID
- * Job Code ID

NO.59 Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- * personInfo and globalInfo
- * personAllInfo and globalInfo
- * compInfo and payComponentRecurring
- * jobInfo and organizationInfo

NO.60 Which are SUPPORTED by the event reason derivation?

- * Termination
- * Transfer
- * Hire/Rehire
- * Data Change

NO.61 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?

- * The workflow triggered by the second transaction will override the request of the first transaction.
- * The system will reject both workflows.
- * The system will allow both workflows to continue.
- * The workflow triggered by the first transaction will override the request of the second transaction.

NO.62 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.

- * The Manager revokes the escalation
- * The Manager's Manager declines the escalation
- * The Manager's Manager does not take any action for the next 3 days
- * The Manager's Manager does not take any action for the next 1 day

NO.63 How do you add a new Rule Type to be used in the Rules Engine? Please choose the correct answer.

- * Use the Configure Object Definitions tool to insert a new value in the Rule Type picklist
- * Use the Configure Object Definitions tool to add a Rule Type as a new object definition
- * Use the Configure Business Rules tool to create a new Rule Type
- * Use the Manage Data tool to create a new Rule Type

NO.64 Which business rule scenario is used to set default values or visibility attributes during the hire process?

- * Rules for Hire/Rehire
- * Enforce New Employment for Rehire
- * Generate Employee ID for Hire/Rehire
- * Internal Job History

NO.65 What is Generic FoTranslation used for in Employee Central? Please choose the correct answer.

- * To translate any Generic Object records in the instance
- * To translate records for the FOs that are defined in the Corporate Data Model
- * To translate records for FOs that are defined in the Corporate Data Model and MDF FO records

- * To translate MDF FO records

NO.66 In which formats can you export reports built in the online report designer (ORD)? There are 2 correct answers to this question.

- * Text (.txt)
- * Microsoft PowerPoint (.pptx)
- * Microsoft Excel (.xlsx)
- * Comma Separated Values (.csv).

NO.67 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.

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

NO.68 Which standard field is always REQUIRED in a Generic Object?

- * externalCode
- * externalName
- * internalCode
- * effectiveStartDate

NO.69 When using Import Employee Data, what must you include in your import file for Employee Central data?

- * Person ID field
- * User ID field
- * Business key fields
- * All fields for the object

NO.70 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?

- * Manage Workflow Groups
- * Manage Permission Groups
- * Manage Dynamic Roles
- * Manage Workflow Requests

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