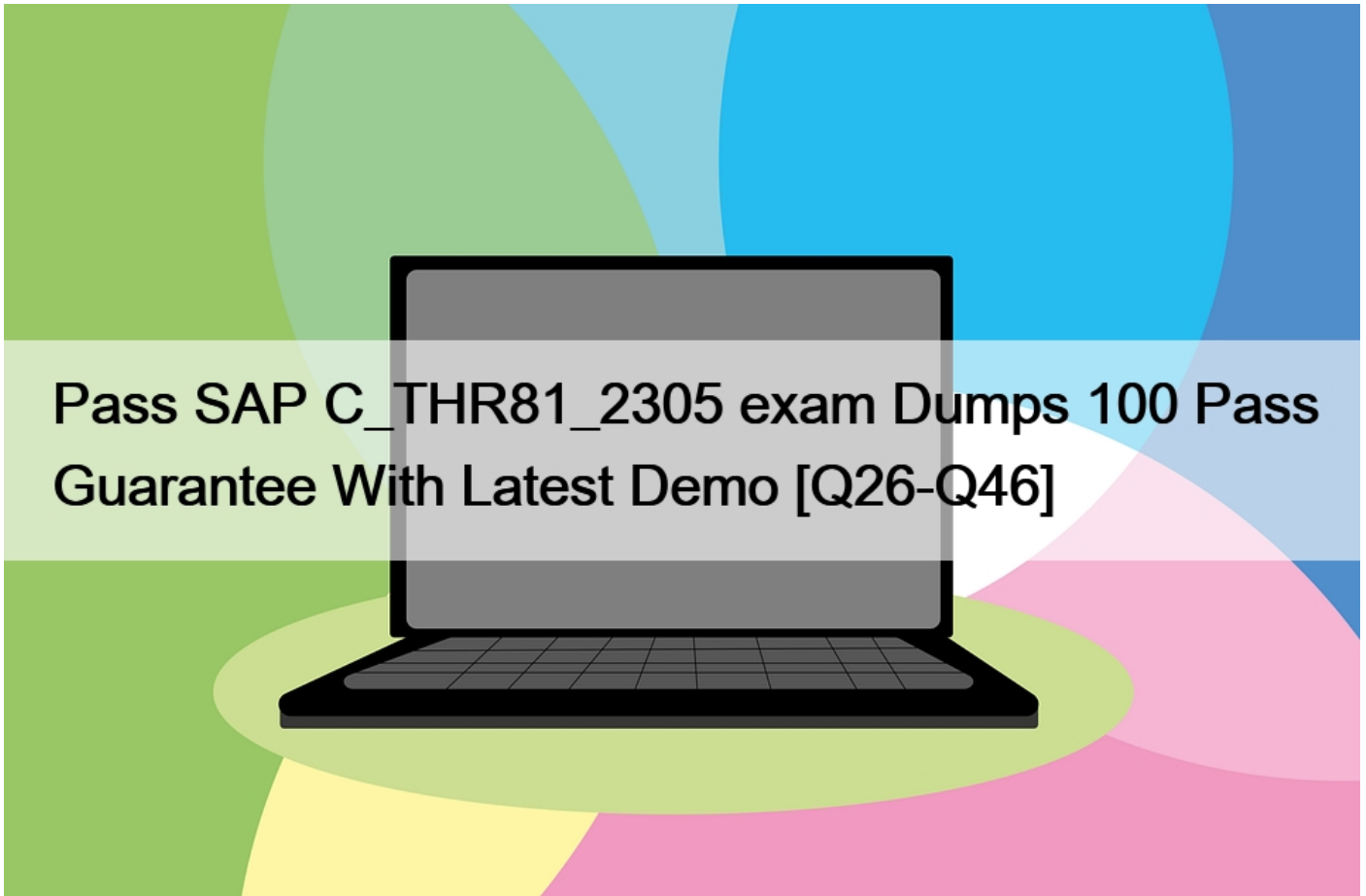


Pass SAP C_THR81_2305 exam Dumps 100 Pass Guarantee With Latest Demo [Q26-Q46]



Pass SAP C_THR81_2305 exam Dumps 100 Pass Guarantee With Latest Demo The C_THR81_2305 PDF Dumps Greatest for the SAP Exam Study Guide! Q26. How does the effective start date of a record affect valid When associations?

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

Q27. Foundation Objects

Which administration tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects?

Note: There are 3 correct answers to this question

- * Manage Organization, Pay and Job Structures
- * Manage Business Configuration
- * Import/Export Corporate Data Model
- * Configure Object Definitions

- * Import/Export Country/Region-Specific Corporate Data Model

Q28. Business Rules

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- * Compensation Information
- * Biographical Information
- * Personal Information
- * Job Information

Q29. Data Models

Which employment objects support a country-specific field configuration?

Note: There are 2 correct answers to this question

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

Q30. Employee Data

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- * Event Type: onEdit, Base Object: Employee Information
- * Event Type: onChange, Base Object: Employee Information
- * Event Type: onSave, Base Object: Legal Entity
- * Event Type: onInit, Base Object: Standard Hours

Q31. Which action in the THEN statement is used for Propagation?

- * Create
- * Raise
- * DSet
- * Execute

Q32. How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question

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

Q33. Business Rules

In your implementation project, the client requires that the Pay Grade field in the Job Information block be automatically filled after the Job Classification field value is keyed in for an employee.

What are the steps to achieve this?

Note: There are 2 correct answers to this question.

- * Create a business rule with Job Classification as the base object

- * Add an onChange rule trigger to the job-code HRIS field in the Manage Business Configuration
- * Add an onSave rule trigger to the jobInfo HRIS element in the Manage Business Configuration
- * Create a business rule with Job Information as the base object

Q34. Event Reason Derivation

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

- * Above all onSave rules
- * Above all onChange rules
- * Below all onChange rules
- * Below all onSave rules

Q35. What actions can you take within the Manage Business Configuration tool? Note: There are 3 correct answers to this question

- * Add a custom field to the employee files.
- * Change the label of a field
- * Configure a new person type
- * Create a new picklist.
- * Add a custom block to the employee files

Q36. Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when transfer of an employee is initiated.

What is the expected behavior of this workflow?

Note: There are 2 correct answers to this question

- * The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer
- * If an approver does NOT take any action for 3 days, a reminder notification is / sent by the system.
- * The alternate workflow is used when there is a future-dated record entered for LJ the employee
- * An approver can automatically reroute this request to another employee during vacation

Q37. Foundation Objects

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

- * As a generic object with a composite association to the MDF foundation object
- * As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the MDF foundation object
- * As a generic object with a Valid When association to the MDF foundation u object
- * As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object

Q38. 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

- * Create a new generic object
- * Create a composite association to the new generic object on Legal Entity
- * Update the field criteria of the association
- * Update the condition and condition values of the association
- * Create a composite association on the new generic object to Legal Entity

Q39. Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question

- * Employment Details
- * Job Relationships
- * Addresses
- * Job History

Q40. 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

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

Q41. Business Rules

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?

- * Set Mass Changes rule context to Yes
- * Set Mass Changes rule context to No
- * Set Imports rule context to No
- * Set Imports rule context to Yes

Q42. Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- * Dynamic Role
- * Dynamic Group
- * Role
- * Manager

Q43. 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 system will allow both workflows to continue
- * The workflow triggered by the first transaction will override the request of the second transaction
- * The workflow triggered by the second transaction will override the request of the first transaction
- * The system will reject both workflows

Q44. 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.

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

Q45. Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question

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

Q46. 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

- * CH <field-criteria> as part of <hris-field=”location”>
- * CH <association> as part of <hris-element id=”location”>
- * <association> a part of <hris-element id=”jobInfo”>
- * <field-criteria> as part of <hris-field=”company>

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