

SAP.C_THR81_2211.v2023-06-02.q28

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NEW QUESTION: 1

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

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

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 2

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. A Composite association in the business unit object definition
- B. A Valid When association in the division object definition
- C. A Composite association in the division object definition
- D. A Valid When association in the business unit object definition

Answer: B (LEAVE A REPLY)

NEW QUESTION: 3

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. Configure Object Definition
- B. Import and Export Data
- C. Import Foundation Data
- D. Manage Organization, Pay and Job Structures
- E. Manage Data

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

NEW QUESTION: 4

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

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

NEW QUESTION: 7

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

- A. Work Permit Info
- B. Personal Information

- C. Compensation Information
- D. Job Relationships
- E. Job Information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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

- A. personInfo
- B. phoneInfo
- C. jobInfo
- D. complInfo

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

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

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

NEW QUESTION: 10

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

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

NEW QUESTION: 11

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?

- A. The field visibility attribute is incorrect.

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

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

NEW QUESTION: 12

Which actions can you perform with the Import and Export Data tool? Note: There are 2 correct answers to this question.

- A. Import zip files
- B. Export employee data
- C. Import employee records
- D. Download a template

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

NEW QUESTION: 13

Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question.

- A. Use the Take Action menu.
- B. Insert a new record.
- C. Add a new employee.
- D. Use the pencil icon.

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

NEW QUESTION: 14

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

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

NEW QUESTION: 15

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

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

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

NEW QUESTION: 16

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

Answer: B ([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-many.
- D. All new and custom associations should be built as one-to-one.

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

NEW QUESTION: 18

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

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

NEW QUESTION: 19

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

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

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

NEW QUESTION: 20

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?

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

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

NEW QUESTION: 21

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 Organization, Pay and Job Structures > Create Dynamic Roles
- B. Manage Workflow Groups > Create Dynamic Group
- C. Manage Workflow Requests > Create Workflow Approvers
- D. Manage Organization, Pay and Job Structures > Create Workflow Configuration

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

NEW QUESTION: 22

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

- A. Termination
- B. Transfer
- C. Hire
- D. Data change

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

NEW QUESTION: 23

Which Admin Center 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.

- A. Import/Export Corporate Data Model
- B. Import/Export Country/Region-Specific Corporate Data Model
- C. Manage Organization, Pay and Job Structures
- D. Configure Object Definitions
- E. Manage Business Configuration

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 24

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.

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

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

NEW QUESTION: 25

Which field data types use a Valid Values Source configuration in a generic object? Note: There are 3 correct answers to this question.

- A. Attachment
- B. User
- C. Generic object
- D. Picklist
- E. Foundation object

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

NEW QUESTION: 26

Which identifier is used to represent the employee

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

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

NEW QUESTION: 27

Which action will trigger a system validation for an in progress workflow?

- A. Updating Job Information with the same effective date

- B. Rehiring an inactive employee
- C. Adding a new employee
- D. Terminating an employee

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 28

Which standard field is always required in a generic object?

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

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

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