# Online C_THR81_2311 Test Brain Dump Question and Test Engine [Q10-Q24
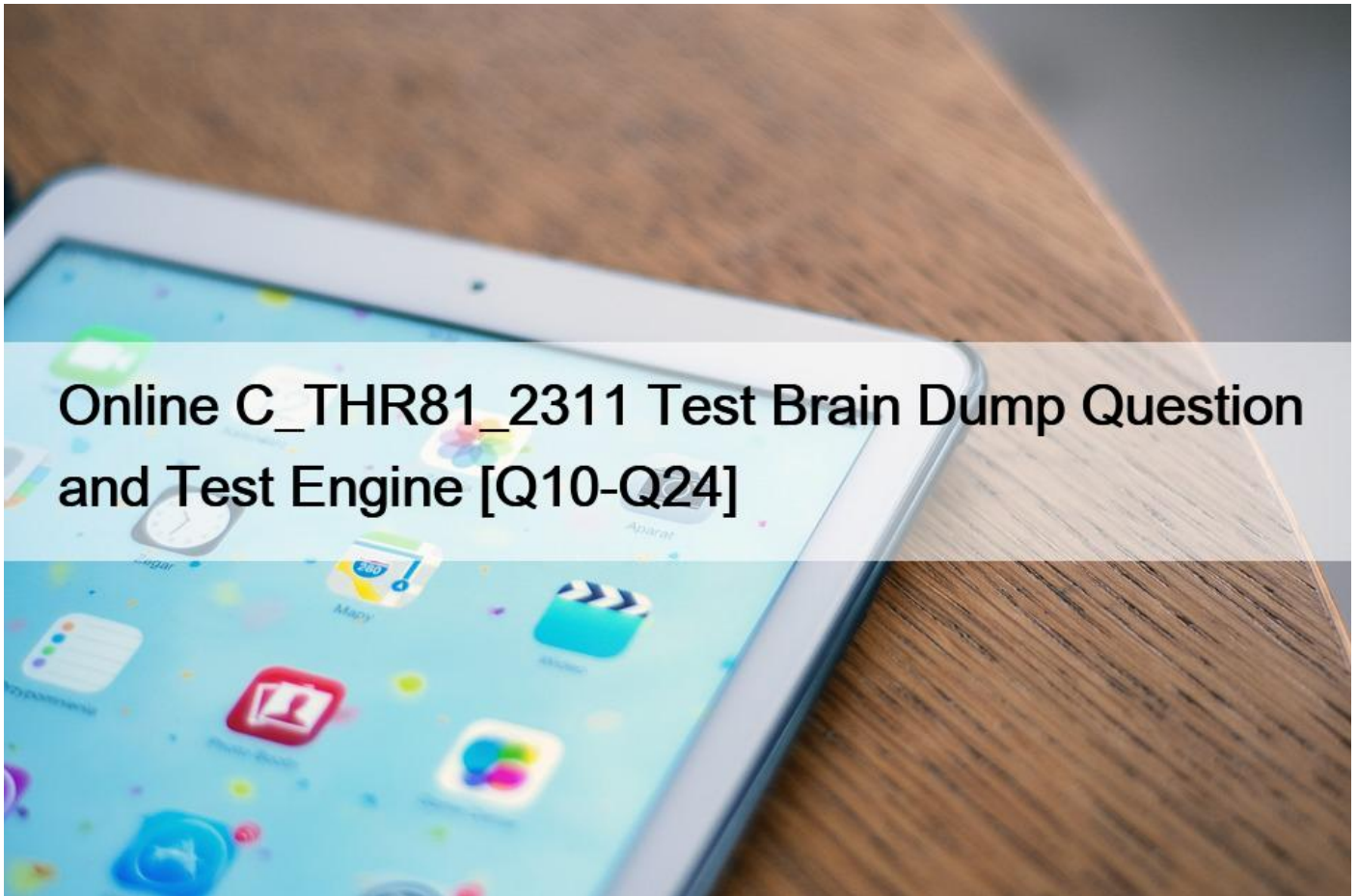
Online C_THR81_2311 Test Brain Dump Question and Test Engine
Real SAP C_THR81_2311 Exam Dumps with Correct 83 Questions and Answers

## SAP C_THR81_2311 Exam Syllabus Topics:

TopicDetailsTopic 1- HR Transaction Rules-  Position ManagementTopic 2- Describe the various configurations required to implement Employee Central Core-  Configure approvals for Self-ServiceTopic 3- Describe the various configurations required to configure Employee Central Position Management-  Approvals for Self-ServiceTopic 4- Employee Central Core- Create rules to automate HR transactions

**NO.10** 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

**NO.11** 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&#8217;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&#8217;s effective start date

**NO.12** Which object supports &&NO_OVERWRITE8t& in imports? Note: There are 2 correct answers to this question
* Employment Details
* Job Relationships
* Addresses
* Job History

**NO.13** Event Reason Derivation

On the joblnfo 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

**NO.14** Your customer would like to automate its company&#8217;s HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions.

You are asked to create the following rules based on your customer&#8217;s requirements:

* Three event reason derivation rules (ERD1, ERD2, ERD3)

* A separate catch-all event reason derivation rule (ERD-Catch)

* A workflow derivation rule based on event reasons (WFD)

* A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default_JobClass)

* A rule to use AddressChange workflow for any address change requests (WFD_Address)

* A cross-entity rule to auto-calculate the Base_Salary amount based on changes to the FTE value for any event other than Hire or Rehire (Jobinfo_FTE_Comp) Answer the questions to ensure the event reasons and workflow rules adhere to SAP SuccessFactors recommended practices.

Which rule can effectively catch all unspecified events in a transaction?
*   If

> ⓘThis rule is always true.
> To add an expression please uncheck the Always true checkbox.
>
>    Then
>
>    Set   Job Information Model.Event Reason.Value to be equal to   Data Change (DATACHG)

* If

> Job Information Model.Event Reason.Value is not equal to    Null
> Then
> Set  Job Information Model.Event Reason.Value to be equal to    Data Change (DATACHG)

* If

> Job Information Model.Event Reason.Value is equal to    Null
> Then
> [ ]

* If

> Job Information Model.Event Reason.Value is equal to    Null
> Then
> Set  Job Information Model.Event Reason.Value to be equal to    Data Change (DATACHG)

**NO.15** 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: onlnit, Base Object: Standard Hours

**NO.16** 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 ule trigger to the job-code HRIS field in the Manage Business Configuration
* Add an onSave rule trigger to the joblnfo HRIS element in the Manage Business Configuration
* Create a business rule with Job Information as the base object

**NO.17** In which of the following HRIS elements do you assign workflow derivation rules for new hires?
* Biographical Information
* Compensation Information
* Personal Information
* Job Information

**NO.18** Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question
* Pay Calendar

* Event reason
* Cost center
* Location
* Pay range

**NO.19** Your customer would like to automate its company&#8217;s HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions.

You are asked to create the following rules based on your customer&#8217;s requirements:

* Three event reason derivation rules (ERD1. ERD2. ERD3)

* A separate catch-all event reason derivation rule (ERD-Catch)

* A workflow derivation rule based on event reasons (WFDJ

* A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default_JobClass)

* A rule to use AddressChange workflow for any address change requests (WFD_Address)

* A cross-entity rule to auto-calculate the Base_Salary amount based on changes to the FTE value for any event other than Hire or Rehire (Jobinfo_FTE_Comp) Answer the questions to ensure the event reasons and workflow rules adhere to How do you set the event date in Compensation Information for the JobInfo_FTE_Comp cross-entity rule?

* Then

> Set Compensation Information Model.Employment Details Model.Job Information.Event Date to be equal to Job Information.Event Date.Value

* Then

> Set Spot Bonus Model.Employment Details Model.Job Inf

* Then

> Set Job Information Model.Employment Details Model.Compensation Information ☰.Event Date to be equal to Job Information Model.Event Date.Value
> The rule selects one entry from the collection "Compensation Information" where...

**NO.20** Importing and Exporting Data

Which actions can you perform with the Import and Export Data tool?

Note: There are 2 correct answers to this question
* Download a template
* Import zip files
* Import employee records

* Export employee data

**NO.21** Which action in the THEN statement is used for Propagation?
* Create
* Raise
* DSet
* Execute

**NO.22** Security, Settings, and Languages

Which permission controls a user&#8217;s access to the Edit button in the history of Job Information?
* Job Information Actions > Correct
* Edit Link > Edit/Insert
* Job Information Actions > View History
* Job Information Actions > Edit/Insert

**NO.23** 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 block. What do you need to add to the data models? Note: There are 2 correct answers to this question.
* <field-criteria> as part of <hris-field=&#8221;company&#8221;>
* <association> as part of <hris-element id=&#8221;location&#8221;>
* <association> as part of <hris-element id=&#8221;joblnfo&#8221;>
* <field-criteria> as part of <hris-field=&#8221;location&#8221;>

**NO.24** Workflow Configuration

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
* For current manager, set Context: Target
* For current manager, set Context; Source
* For future manager, set Context: Source
* For future manager, set Context: Target

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