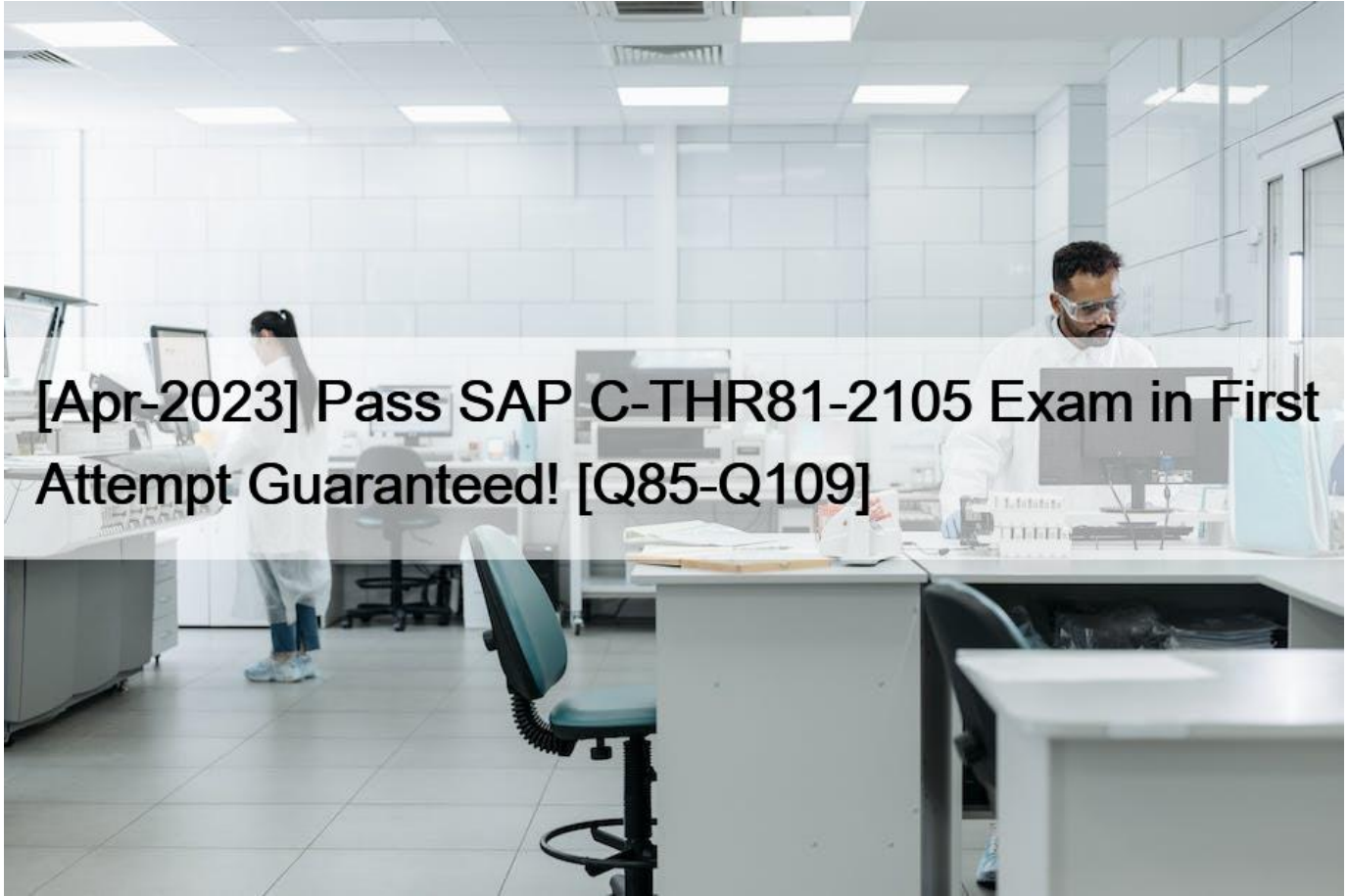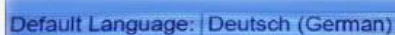# [Apr-2023 Pass SAP C-THR81-2105 Exam in First Attempt Guaranteed! [Q85-Q109

[Apr-2023 Pass SAP C-THR81-2105 Exam in First Attempt Guaranteed! Full C-THR81-2105 Practice Test and 285 unique questions with explanations waiting just for you, get it now! NEW QUESTION 85

You are helping your client to extend their Employee Central footprint to their subsidiary in China. Youhave added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot 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 in the instance?

You are helping your client to extend their Employee Central footprint to their subsidiary in China. You have added the translations for the FO records in the client system in Simplified Chinese.

In Provisioning the setting shown in the screen shot 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 in the instance?

* If the system doesnot find the translation in Simplified Chinese or in German, it will show the translation in US English
* 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, 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

NEW QUESTION 86

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 fieldin the Job Information porlet What do you need to add to the data models? Note: 2

* <sssociation > as part of <hris-element id=”location”>
* <field-criteria > as part of <hris-field=”jobInfo”>
* <field-criteria > as part of <hris-field = “location”>
* <ossociation > as part of <hris-element id=”jobInfo”>

NEW QUESTION 87

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

Please choose the correct answer.

* manage Data
* Corporate Data Model
* HRIS Propagation XML file
* Configure Object Definition

NEW QUESTION 88

Which of the following actions can you perform in the position organization chart? There are 3 correct answers to this question.

* Add a higher-level position
* Search by an employee’s name
* Show inactive positions
* View position count by department
* View the positional hierarchy at a certain in time

NEW QUESTION 89

According to SAP guidelines, what can you do in the Event picklist when configuring events and event reasons? There are 3 correctanswers to this question.

* Change the external_code of an event
* Add a new event
* Change the labels
* Add a new language translation
* Change the status

NEW QUESTION 90

Exhibit

You are creating a generic (MDF) object and you want to

acid a foundation object (FO) as a field.

Based on the attached screenshot, what value would you

enter for the valid values source?

Please choose the correct answer
* Code
* Location
* externalCode
* Location Name

NEW QUESTION 91

Your client informs you that they require an additional Rule Type for their Business Rules in the Production instance.

What tool will you use to add this new Rule Type value?
* Configure Business Rules
* Picking Mappings
* Manage Employee Central Settings
* Picklist Center

NEW QUESTION 92

Whatschema or report definition type is used to find all promotions during a specific time period? Please choose the correct answer.
* Employee Central
* Job Information (Date Range)
* Recurring Compensation Information (Date Range)
* Person and EmploymentAudit

NEW QUESTION 93

What picklist feature is only available for generic objectpicklists? Please choose the correct answer.
* Ordering
* Effective dating

* Exporting
* Language translation

NEW QUESTION 94

You cannot change a label name to display differently in the UI.
* True
* False

NEW QUESTION 95

In which of thefollowings scenarios will you use the Rule Event Type onChange?
* Business Rule is trigered when a change to Job Information record is saved
* Business Rule is trigered when a porlet is saved
* Business Rule is trigered when a field value is changed
* Business Rule is trigered when a porlet is loaded

NEW QUESTION 96

You create a Config Ul based on the Uniform Request Custom Generic Object as shown in the screen shot.

What field must have the ID of externalCOde to display the Ul in People Profile? Please choose the correct answer.
* Employee
* Shoes Size
* Requested date
* Apron Size

NEW QUESTION 97

In an organization, the workflow as shown in the screen shot, is to be triggered when an employee is transferred from one department to another.

What happensduring this workflow process?

There are 2 correct answers to this question.

* Anyone in the Recruiting team can send back the workflow to the employee’s future manager for some

‘-‘ changes in the data
* The employee’s current manage can send back theworkflow to the employee’s future manager for some

‘-‘ changes in the data

* The employee’s future manager will get a notification immediately after this workflow is triggered
* The Head of the Business Unit of the employee’s new department will get a notification immediately after 1-‘ this workflow is triggered

NEW QUESTION 98

Events are defined in

Please choose the correct answer.
* Employee files
* Manager Pay, organization and Job structures
* Data models
* Picklists

NEW QUESTION 99

What is the function of theicon shown in the attached diagram?

Please choose the correct answer.

* Provides help text with details of the field.
* Displays the list of workflow approvers for the hiring event.
* Changes the event reason.
* Provides translations of the foundation object label

NEW QUESTION 100

Which of the following list of events can trigger retroactive accounting? There are 3 correct answers to this question.
* Time sheet data entered in the system
* Update to employee contact information
* Past Salary Increase
* Hirinq

NEW QUESTION 101

Which fields would commonly be included in a position record that would NOT be included in a job classification record? Note: There are 2 correctanswers to this question.
* Pay Grade
* Job Title
* Business Unit
* Division

NEW QUESTION 102

Which of the following is not a benefit of Foundation Objects? Please choose the correct answer.
* Effective Dating
* Workflow Distribution
* Simplification of HR tasks
* Self-service transactions

NEW QUESTION 103

What must be done to ensure that you can connect a custom generic (MDF) object to the employee files?

There are 2 correct answers to this question.
* Set the externalCode field to Read Only
* Create a Valid When association for the object
* Create at least one configuration Ul for the object
* Set the externalCOde field to Data Type = User

NEW QUESTION 104

Your client informs you thatthey require an additional Rule Type for their Business Rules in the Production instance. What tool will you use to add this new Rule Type value? Please choose the correct answer.
* Picklist Mappings
* Configure Object Definitions
* Picklist Management
* Configure Business Rules

NEW QUESTION 105

Which Payroll Control Center user interface is used to acid a new team administrator to a process? Please choose the correct answer.
* Manage Processes
* My Alerts
* Manage Policies
* My Processes

NEW QUESTION 106

Which elements are part of Employee Profile configuration in Succession Data Model? Note: 2
* Standard Elements
* HRIS Elements
* User Info Elements
* HRIS Actions

NEW QUESTION 107

Why is Rule B (shown in the attached screen shot) not triggering? Please choose the correct answer.

```
<rule id="rule-A">
  <trueoutput>ER1</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.position" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <lesser id="jobInfo.pay-grade.paygradeLevel"/>
      <equal id="jobInfo.location" inverse="true"/>
      <equal id="jobInfo.manager" inverse="true"/>
    </or>
  </conditions>
</rule>
<rule id="rule-B">
  <trueoutput>ER2</trueoutput>
  <conditions>
    <or>
      <equal id="jobInfo.cost-center" inverse="true"/>
      <equal id="jobInfo.job-code" inverse="true"/>
      <equal id="jobInfo.department" inverse="true"/>
      <equal id="jobInfo.pay-grade" inverse="true"/>
    </or>
  </conditions>
</rule>
```

* Rule A always triggers instead of Rule B when an employee’s pay grade changes
* Rule B is incorrectly formatted.
* Rule B is more restrictive than Rule A
* Rule A triggers instead of Rule B when an employee’s job code changes.

NEW QUESTION 108

Whichelements are part of Employee Profile configuration in Succession Data Model? There are 2 correct answers to this question.
* Standard Elements
* User Info Elements
* HRIS Elements
* HRIS Actions

NEW QUESTION 109

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 add a rule type as a new object definition.
* Use theConfigure Business Rules tool to create a new rule type.
* Use the Manage Data tool to create a new rule type.
* Use the Configure Object Definitions tool to insert a new value in the rule type picklist.

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