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SAP C-THR81-2311 Exam Syllabus Topics:

TopicDetailsTopic 1- Employee Central Core: This topic describes the different configurations that are required to implement Employee Central Core.Topic 2- Position Management: It describes different configurations that are essential for the configuration of Employee Central Position Management.Topic 3- HR Transaction Rules: The topic focuses on creating rules to automate HR transactions.Topic 4- Approvals for Self-Service: It delves into the concepts related to the configuration of approvals for Self-Service.

Q25. What is generic object FoTranslation used for in SAP SuccessFactors Employee Central?
* To translate MDF FO records
* To translate XML FO records
* To translate XML and MDF FO records
* To translate any generic object records in the instance

Q26. 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

Q27. Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.
* Respect workflow at Copy Position in Position Organizational Chart
* Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
* Define a specific transition period for a group of positions
* Set or reset TBH status if an incumbent’s FTE is changed
* Trigger workflows on Job Information if the position changes are synchronized to the incumbents

Q28. How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.
* By association, using the countryOf Registration.code in the Condition
* By association, using the countryOf Registration.code in the Source Filter Criteria
* By association, using the 3-letter ISO code of the country in the Condition Values
* By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Q29. Employee Data

Which fields must be enabled for the HRIS element payComponentNonRecurring?

Note: There are 3 correct answers to this question.
* frequency
* is-target
* value
* pay-date
* pay-component-code

Q30. A business rule triggers a transfer event reason when an employee’s location is changed. Which base object would you use for this business rule?
* Job Information Model
* Employee Information Model
* Job Information
* Employee Information

Q31. Employee Data

Which of the following are possible options when working with SAP Success Facto Employee Central employee Identifiers?

Note: There are 3 correct answers to this question
* Once generated, you CANNOT change a User-ID
* Da user can have multiple User-IDs
* A user can have only one User-ID
* Once generated, you CANNOT change a Person-id External
* A user can have only one Person-id External

Q32. Where can you apply rule contexts? Note: There are 2 correct answers to this question.

* onView rules

* onSave rules

* onInit rules

* onChange rules

Q33. Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

* Position Management Settings > UI Customizing

* In Position Management Settings > Hierarchy Adaptation

* In Configure Object Definitions > Position

* In Manage Business Configuration > jobInfo

Q34. Which methods of modifying employee data trigger event reason derivation? Note: There are 2 correct answers to this question

* Use the Take Action menu

* Use the pencil icon

* Add a new employee

* Insert a new record

Q35. 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 Dynamic Roles

* Manage Workflow Groups

* Manage Workflow Requests

* Manage Permission Groups

Q36. How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

* Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL B.

Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank

* Set the IF statement to Always True and set the THEN statement as blank

* Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank

Q37. Event Reason Derivation

Which type of business rule is supported by the Event Reason Derivation Business Rule scenario?

* OnChange

* OnEdit

* OnPostSave

* OnSave

Q38. What happens when you report a newly hired employee as a no-show?

* A new Job information record is created to deactivate the employee

* The employee is moved back to Manage Pending Hire

* The job Information record is deleted

* The employee is deactivated in the system after 30 days from hire date

Q39. Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question
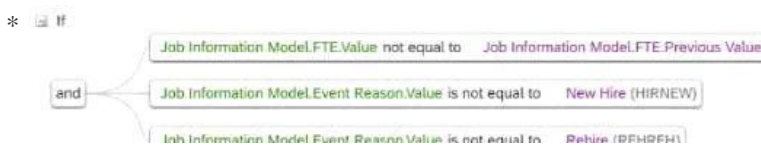
* Pay Calendar

* Event reason

* Cost center
* Location
* Pay range

Q40. Your customer would like to automate its company’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’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 condition must be used for the JobInfo_FTE_Comp rule?

* ☐ If

	Job Information Model.FTE.Value not equal to	Job Information Model.FTE.Previous Value
and	Job Information Model.Event Reason.Value.Event is equal to	Hire (H, 2289)
	Job Information Model.Event Reason.Value.Event is equal to	Rehire (R, 2301)

* ☐ If

	Job Information Model.FTE.Value not equal to	Job Information Model.FTE.Previous Value
and	Job Information Model.Event Reason.Value is not equal to	New Hire (HIRNEW)
	Job Information Model.Event Reason.Value is not equal to	Rehire (REHREH)

* ☐ If

	Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value
and| Job Information Model.Event Reason.Value is equal to	New Hire (HIRNEW)
	Job Information Model.Event Reason.Value is equal to	Rehire (REHREH)

* ☐ If

	Job Information Model.FTE.Value not equal to	Job Information Model.FTE.Previous Value
and	Job Information Model.Event Reason.Value.Event is not equal to	Hire (H, 2289)
	Job Information Model.Event Reason.Value.Event is not equal to	Rehire (R, 2301)

Q41. A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

* Create a field in the legal Entity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

* Create a field in the legal Entity HRIS element in the Country Specific Field Corporate Data Model.

* Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.

* Create a field in the Legal Entity France object in Configure Object Definition.

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