

SAP Certification C_THR81_2411

**SAP Certified Associate - Implementation
Consultant - SAP SuccessFactors Employee Central
Core**

**Thank You for Downloading C_THR81_2411 Updated Exam
Questions**

https://certs4sale.com/sap/c_thr81_2411-pdf-exam-dumps

Version: 6.1

Question: 1

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.

- A. <field-criteria> as part of <hris-field="company">
- B. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <association> as part of <hris-element id="location">

Answer: B D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

B: <field-criteria> as part of <hris-field id="location">

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

Question: 2

Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Using Actions menu in People Profile
- C. Deleting a record in history UI
- D. Using Add New Hire

Answer: B

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

Question: 3

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a user id.
- B. A user can have only one user id.
- C. Once generated, you CANNOT change a person id external.
- D. A user can have multiple user ids.
- E. A user can have only one person id external.

Answer: A D E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A . Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D . A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E . A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed

if necessary, though such changes should be managed carefully to maintain data integrity.

Question: 4

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?

- A. Manage Permission Groups
- B. Manage Dynamic Roles
- C. Manage Workflow Requests
- D. Manage Workflow Groups

Answer: D

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

A . Manage Permission Groups

This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.

B . Manage Dynamic Roles

Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.

C . Manage Workflow Requests

This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

Question: 5

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <dg-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <custom-filters> then add cost-center
- D. Go to <hris-field id="cost-center"> then add filter="true"

Answer: A

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you

must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

Correct Answer:

A: Go to <dg-filters> then add cost-center

THANK YOU FOR DOWNLOADING C_THR81_2411 UPDATED EXAM QUESTIONS

Note: Thanks For Trying The Demo Of Our C_THR81_2411 Exam Product

Visit Our Site to Purchase the Full Set of Actual C_THR81_2411 Exam Questions With Answers.

Money Back Guarantee



Click The Link Below

https://certs4sale.com/sap/c_thr81_2411-pdf-exam-dumps