C_THR81_2405

SAP SuccessFactors Employee Central Core Certification Questions & Answers

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C_THR81_2405
80 Questions Exam – 69% Cut Score – Duration of 180 minutes

C_THR81_2405 Practice Test

ERPPrep.com's C_THR81_2405 PDF is a comprehensive compilation of questions and answers that have been developed by our team of SAP SuccessFactors Employee Central Core experts and experienced professionals. To prepare for the actual exam, all you need is to study the content of this exam questions. You can identify the weak area with our premium C_THR81_2405 practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to boost your confidence to pass the SAP SuccessFactors Employee Central Core certification with a better score.

C_THR81_2405 Questions and Answers Set

Question: 1

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

Please choose the correct answer.

a) A new Job information record is created to deactivate the employee.
b) The job Information record is deleted.
c) The employee is moved back to Manage Pending Hire.
d) The employee is deactivated in the system after 30 days from hire date.

Answer: a

Question: 2

Your customer would like the Employee Class field from the employee's Job Information block to be available in performance forms.

Which section of the Succession data model must you configure to meet this requirement?

Please choose the correct answer.

a) <standard-element>
b) <hris-element>
c) <background-element>
d) <hris-sync-mappings>

Answer: d

Question: 3

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

Which rule would meet the requirement for the address change process?

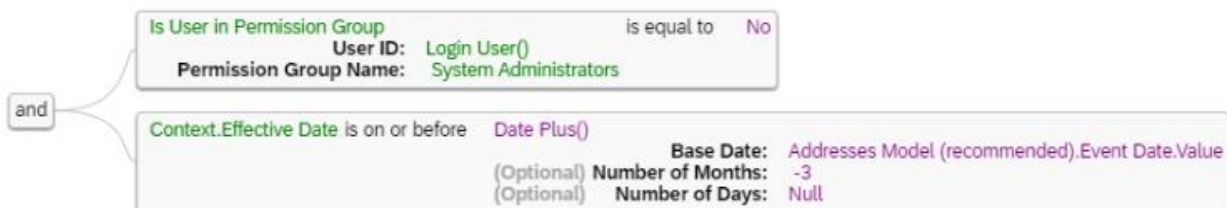Please choose the correct answer.

a)

If

	Is User in Permission Group	is equal to	No
	User ID: Login User()		
	Permission Group Name: System Administrators		

and

|	Date Plus()	is on or before	Today()
	Base Date: Today()		
	(Optional) Number of Months: -3		
	(Optional) Number of Days: Null		

Then

Raise Message " ErrorAddressChange " with Error severity
Address Change cannot be older than 3 months

b)

If

	Is User in Permission Group	is equal to	No
	User ID: Login User()		
	Permission Group Name: System Administrators		

and

Context.Effective Date is on or before   Date Plus()
Base Date: Addresses Model (recommended).Event Date.Value
(Optional) Number of Months: -3
(Optional) Number of Days: Null

Then

Raise Message " ErrorAddressChange " with Error severity
Address Change cannot be older than 3 months

c)

⊟ If

Then

d)

⊟ If
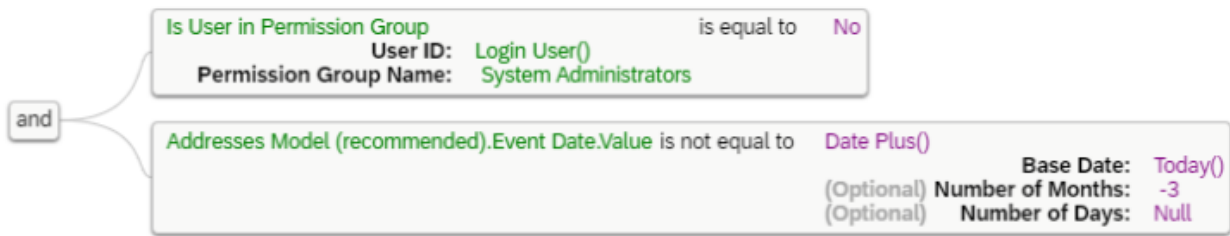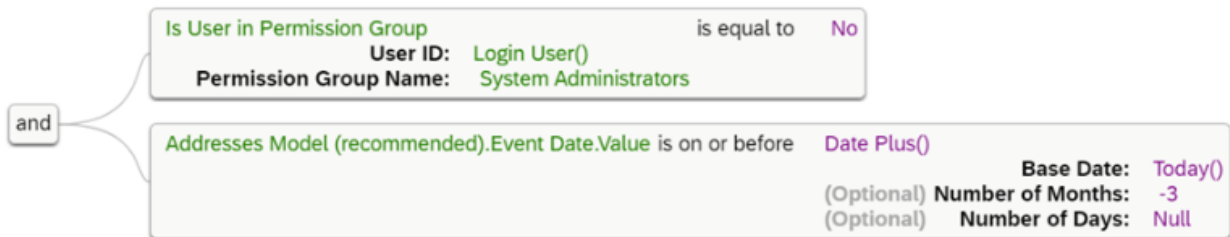
Then

Answer: d

Question: 4

Which person objects support country-specific fields?

There are 2 correct answers for this question.

a) nationalIDcard
b) personInfo
c) globalInfo
d) emailInfo

Answer: a, c

Question: 5

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How do you create a rule to raise a message during the new hire process?

There are 2 correct answers to this question.

a)

Scenario: Trigger Rules to Validate HRIS Elements   Change Scenario

Basic Information

		Parameters		
Start Date	01/01/1900	Name	Object	
Description		Context	System Context	🔒
Base Object	Job Information Model	Job Information Model	Job Information Model	🔒

☐ **If**

Job Information Model.Employment Details Model.Job Relationships Model ≡ is equal to Null
The rule selects one entry from the collection "Job Relationships Model" where...

Then

Raise Message " jobRelationshipMessage " with Error severity
        Add HR Manager

b)

Scenario: Trigger Rules to Validate HRIS Elements   Change Scenario

Basic Information

		Parameters		
Start Date	01/01/1900	Name	Object	
Description		Context	System Context	🔒
Base Object	Job Relationships Model	Job Relationships Model	Job Relationships Model	🔒

☐ **If**

Job Relationships Model. Name .Value is equal to   Null

Then

Raise Message " jobRelationshipMessage " with Error severity
        Add HR Manager

c)

Scenario: Trigger Rules for Hire/Rehire   Change Scenario

Basic Information

Start Date	01/01/1900	
Description		
Base Object Type	Employee Information Model	

Parameters

Name	Object	
Context	System Context	🔒
Employee Information Model	Employee Information Model	

If

Employee Information Model.Job Relationships. Name .Value is equal to   Null

Then

Raise Message " jobRelationshipMessage " with Error severity
          Add HR Manager

d)

Scenario: Trigger Rules to Generate Employee Central Alerts   Change Scenario

Basic Information

Start Date	01/01/1900	
Description		
Base Object	Job Information Model	

Parameters

Name	Object	
Context	System Context	🔒
Job Information Model	Job Information Model	🔒
Alert	Alert	

If

Job Information Model.Employment Details Model.Job Relationships ☰. Name is equal to   Null
The rule selects one entry from the collection "Job Relationships" where...

Then

Set Alert.Alert Message to be equal to   Job Relationship Message (sample_jobRel)

Answer: a, c

Question: 6

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

Please choose the correct answer.

a) Below all onChange rules
b) Above all onChange rules
c) Below all onSave rules
d) Above all onSave rules

Answer: c

Question: 7

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How will you create the cross-entity rule for the car allowance?

Please choose the correct answer.

a)

If

Compensation Model.Employment Details Model.Job Information Model.Location.Value is not equal to   Compensation Model.Employment Details Model.Job Information Model.Location.Previous Value

Then

Create Compensation Model.Employment Details Model.Compensation Information ≡.Compensation ≡   Populate Compensation Model.Employment Details Model.Compensation Information ≡.Compensation ≡ with:
The rule selects one entry from the collection "Compensation Information" where...

Currency	USD
Event Date	Compensation Model.Event Date.Value
Frequency	Annual (ANN)
Pay Component	Monthly Car (MONCAR)
Amount	500

b)

If

Job Information Model.Location.Value is not equal to   Job Information Model.Location.Previous Value ✎ ▾

Then

Create Job Information Model.Employment Details Model.Spot Bonus ≡   Populate Job Information Model.Employment Details Model.Spot Bonus ≡ with: ✎ ▾

Issue Date	Job Information Model.Event Date.Value
Type	Monthly Car (MONCAR)
Currency Code	USD
Amount/Percentage	500

c)

If

Job Information Model.Location.Value is not equal to   Job Information Model.Location.Previous Value

Then

Create Job Information Model.Employment Details Model.Compensation ≡   Populate Job Information Model.Employment Details Model.Compensation ≡ with:

Event Date	Job Information Model.Event Date.Value
Amount	500
Pay Component	Monthly Car (MONCAR)
Currency	USD
Frequency	Monthly (MON)

d)

Answer: c

Question: 8

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.

- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.

- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How will you assign the Address Change rule?

Please choose the correct answer.

   a) Assign as onPostSave
   b) Assign as onSave
   c) Assign as onChange
   d) Assign as saveAlert

Answer: b

Question: 9

What distinguishes a one-to-many association from a one-to-one association in the user interface?

There are 2 correct answers to this question.

a) A one-to-one association displays as a separate section in the foundation record.

b) A one-to-many association displays as a field in the foundation record.

c) A one-to-many association displays as a separate section in the foundation record.

d) A one-to-one association displays as a field in the foundation record.

Answer: c, d

Question: 10

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.

- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.

- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

Which business rule scenarios will you use to raise the error message in Addresses?

There are 2 correct answers to this question.

   a) Trigger Rules to Validate HRIS Elements
   b) Trigger onSave Rules for HRIS Elements
   c) Trigger onChange Rules for HRIS Elements
   d) Basic Rule scenario

Answer: a, d