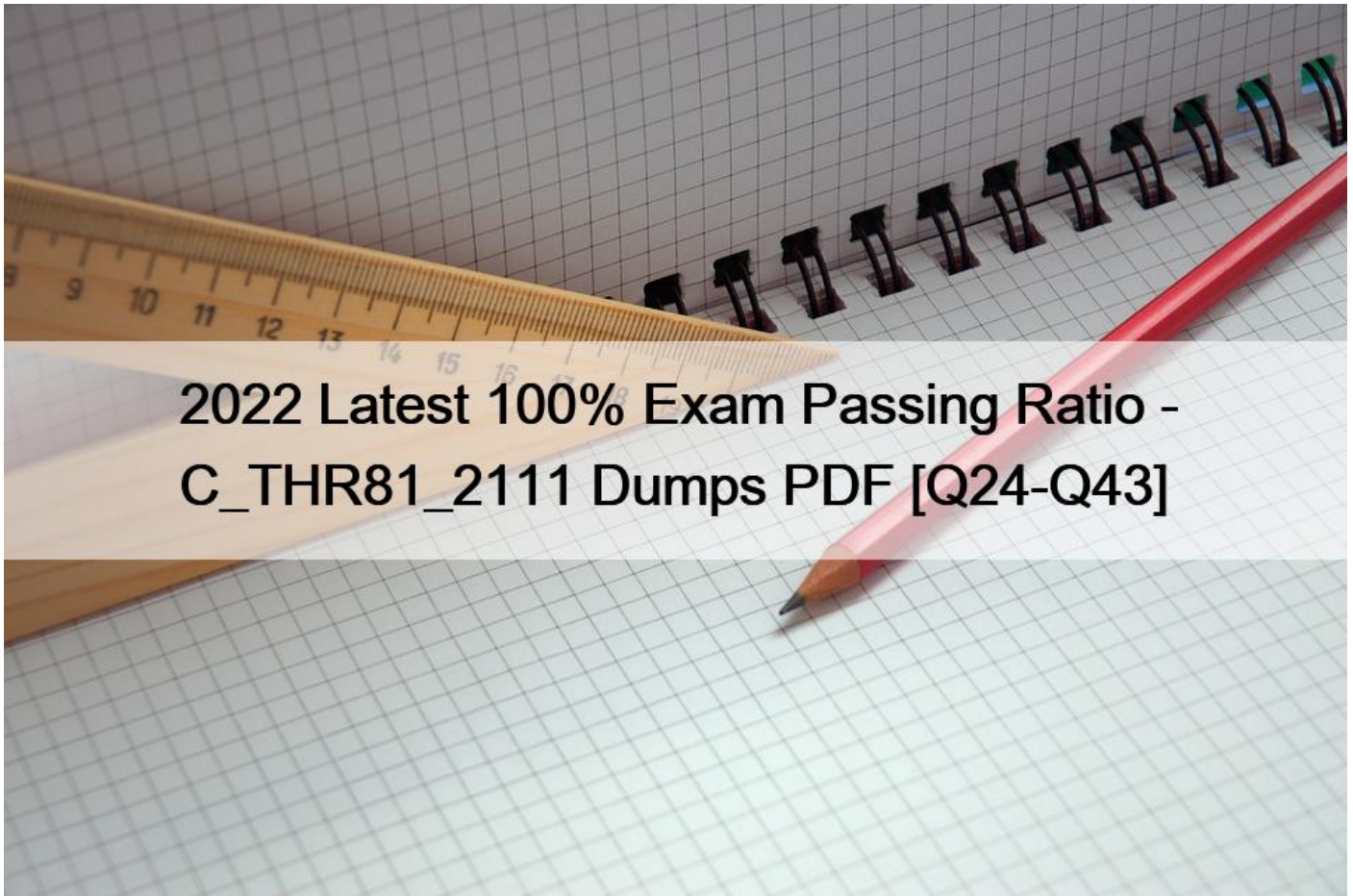


2022 Latest 100% Exam Passing Ratio - C_THR81_2111 Dumps PDF [Q24-Q43]



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NO.24 A customer needs to create a custom field that appears only for legal entity records with a country of France.

How do you create the required field?

Please choose the correct answer.

- * Create a field in the legal entity HRIS element in the CSF for 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.
- * Create a field in the legal entity HRIS element in the corporate data modal. Add field criteria to only display the field when country is France.

NO.25 Which of the following are requirements to build a Company Structure Overview with multiple objects? There are 2 correct answers to this question.

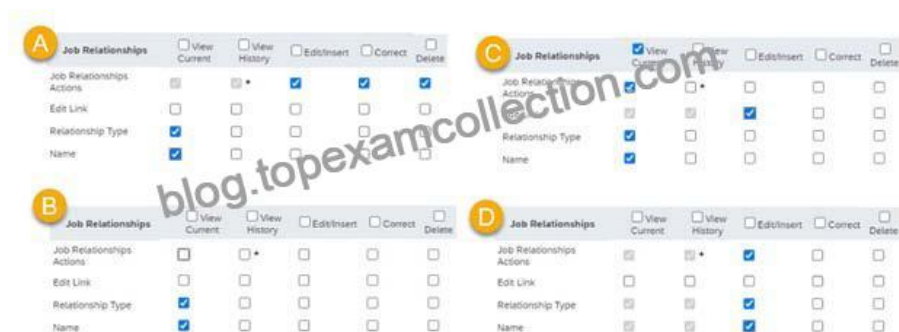
- * Objects must have a `composite`; association

- * Objects must be MDF Objects
- * Objects must have a Valid when’ association
- * Objects must be XML-based Foundation Objects

NO.26 Howdo you provide user access to reports? There are 2 correct answers to this question.

- * Assign reports to dashboards.
- * Assign reports to work center views.
- * Assign reports to employees.
- * Assign reports to business users.

NO.27 How do you ensure manager roles are able to initiate job relationship transactions through Take Action in People Profile? Use the attached image as a visual guide.



- * (a) Job Relationship Actions: Select All (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current
- * (a) Job Relationship Actions: No Selection (b) Edit Link: No Selection (c) Relationship Type: View Current (d) Name: View Current
- * (a) Job Relationship Actions: View Current (b) Edit Link: View Current/History/Edit/Insert (c) Relationship Type: View Current (d) Name: View Current
- * (a) Job Relationship Actions: Edit/Insert (b) Edit Link: No Selection (c) Relationship Type: View Current/History/Edit/Insert (d) Name: View Current/History/Edit/Insert

NO.28 Which standard field is always required in a generic object?

- * internalCode
- * externalName
- * externalCode
- * effectiveStartDate

NO.29 Which HR objects support role-based import restrictions? Note: There are 3 correct answers to this question.

- * Work Permit Info
- * Compensation Information
- * Personal Information
- * Job Information
- * Job Relationships

NO.30 In which of the following scenarios will you use the Rule Event Type onChange? Please choose the correct answer.

- * Business Rule is triggered when a field value is changed
- * Business Rule is triggered when a portlet is loaded
- * Business Rule is triggered when a change to Job Information record is saved

* Business Rule is triggered when a portlet is saved

NO.31 On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?

- * Above all onChange rules
- * Below all onSave rules
- * Above all onSave rules
- * Below all onChange rules

NO.32 You want to configure a business rule that will automatically propagate Job Title from the Job Classification when a new employee is hired. What object will you choose as a base object? Please choose the correct answer.

- * Employee Information
- * Job Information
- * Job Title
- * Job Classification

NO.33 How do you align position records to reflect associations built between division and department?

- * Create filter criteria in the position object.
- * Create a sync job to copy data from Job Info to the position record.
- * Create filter criteria in the position org chart.
- * Create a sync job to copy data from the position record to Job Info.

NO.34 How is the event reason derived when a business rule is enabled for import?

- * The event reason is derived using the catch all rule.
- * The event reason must be selected manually.
- * The event reason indicated in the import overrides the onSave ERD rule.
- * The onSave ERD rule overrides the event reason value indicated in the import file.

NO.35 What does the Report Distributor allow you to do? There are 2 correct answers to this question.

- * To create an ad-hoc query to distribute to a list of recipients.
- * To send custom reports on a regular basis.
- * To preview a report and make corrections before sending it.
- * To create report bundles to be sent via e-mail in PDF format.

NO.36 What tasks can be performed on the Benefits Admin Overview page? There are 2 correct answers to this question.

- * Enroll employees in benefits
- * Create and edit benefits
- * Associate workflows to benefits
- * Set up benefit permissions

NO.37 In your implementation project, the client requires that the Pay Grade field in the Job Information portlet be automatically filled after the Job Classification field value is keyed in for an employee. How will you achieve this? Note: There are 2 correct answers to this question.

- * Add an onChange rule trigger to the job-code HRIS field in the Succession Data Model.
- * Add an onSave rule trigger to the jobInfo HRIS element in the Succession Data Model.
- * Create a business rule with Job Information as the base object.
- * Create a business rule with Job Classification as the base object.

NO.38 What is the correct definition for self-service? Please choose the correct answer.

- * A feature that allows employees to initiate or complete transactions for an employee file without HR assistance.
- * A feature that allows managers to initiate employee changes without HR assistance.

- * A feature that allows employees to alert HR Managers of a necessary data change.
- * A feature that allows employees to change their own employment information in the system.

NO.39 What is an accurate description of Else Logic when creating a business rule? Please choose the correct answer.

- * Which condition needs to be met before the system actions defined in the Then statement are executed
- * Which condition needs to be met when the If statement is NOT true
- * How the system reacts to the condition in the If statement
- * How the system reacts if the If condition is NOT true

NO.40 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 future manager, set Context: Source
- * For current manager, set Context: Source
- * For future manager, set Context: Target
- * For current manager, set Context: Target

NO.41 Which HRIS fields are always required for HRIS element payComponentNonRecurring in the Succession Data Model?

Note: There are 3 correct answers to this question.

- * pay-component-code
- * frequency
- * is-target
- * pay-date
- * value

NO.42 A customer has scheduled an HRIS sync job to run every Friday. Which includes mapping of job titles? On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen? Please choose the correct answer.

- * Tuesday, the day the transaction is entered
- * Thursday, when the change becomes effective
- * Friday, when the sync job completes
- * Saturday, the day after the sync Job completes

NO.43 What is the data type of the Currency field on the Legal Entity object?

- * Generic object
- * Picklist
- * Foundation object
- * Enum

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