Question 1

Importing and Exporting Data

Which actions can you perform with the Import and Export Data tool?

Note: There are 2 correct answers to this question

Options:

A- Download a template

B- Import zip files

C- Import employee records

D- Export employee data

Answer:

A, B

Question 2

When using Import Employee Data, what must you include in your import file for SAP SuccessFactors

Employee Central data?

Options:

A- User ID field

B- All fields for the object

C- Person ID field

D- Business key fields

Answer:

B

Question 3

Question Type: MultipleChoice

How can you remove employee records using Import Employee Data? Note: There are 2 correct answers to this question

Options:

A- Use DELIMIT operation in Incremental Load

B- Use DELETE operation in Full Purge

C- Use DELETE operation in Incremental Load

D- Use DELIMIT operation in Full Purge

Answer:

B, C

Question 4

Question Type: **MultipleChoice**

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question

Options:

A- personalInfo and globalInfo

B- compInfo and payComponentRecurring

C- jobInfo and organizationInfo

D- personInfo and globalInfo

Answer:

A

Question 5

Question Type: MultipleChoice

Which of the following blocks allow you to use business rules for triggering event

reason derivation?

Note: There are 2 correct answers to this question

Options:

A- Compensation Information

B- Job Information

C- Job Relationships

D- Personal Information

Answer:

A, B

Question 6

Question Type: MultipleChoice

Event Reason Derivation

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

derivation?

Options:

A- Above all onSave rules

B- Above all onChange rules

C- Below all onChange rules

D- Below all onSave rules

Answer:

C

Question 7

Question Type: MultipleChoice

What actions can you take within the Manage Business Configuration tool? Note: There are 3 correct answers to this question

Options:

A- Add a custom field to the employee files.

B- Change the label of a field

C- Configure a new person type

D- Create a new picklist.

E- Add a custom block to the employee files

Answer:

A, B, C

Question 8

Question Type: MultipleChoice

In a generic object with a picklist field, what must be entered in the Valid Values Source?

Options:

A- Picklist Value ID

B- Legacy Picklist ID

C- Picklist Code

D- Picklist Value External Code

Answer:

A

Question 9

Question Type: MultipleChoice

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

Options:

A- 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

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

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

Answer:

C

Question 10

Security, Settings, and Languages

Which permission controls a user's access to the Edit button in the history of Job

Information?

Options:

A- Job Information Actions > Correct

B- Edit Link > Edit/Insert

C- Job Information Actions > View History

D- Job Information Actions > Edit/Insert

Answer:

A

Question 11

Which identifier is used to represent the employee's employment?

Options:

A- Person ID

B- User ID

C- Position ID

D- Job Code ID

Answer:

B

Question 12

Question Type: **MultipleChoice**

Pay Component Recurring must always be preceded by which import file?

Options:

A- Employment Details

B- Job Information

C- Pay Component Non-Recurring

D- Compensation Information

Answer:

C

To Get Premium Files for C_THR81_2311 Visit

https://www.p2pexams.com/products/c_thr81_2311

For More Free Questions Visit

https://www.p2pexams.com/sap/pdf/c-thr81-2311