Free Questions for C_THR81_2311 by certsdeals

Shared by Parsons on 15-04-2024

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Question 1

Question Type: MultipleChoice

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

Options:

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

B- The employee is moved back to Manage Pending Hire

C- The job Information record is deleted

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

Answer:

C

Question 2

Question Type: MultipleChoice

You are translating the Job Title field of the Engineer job classification so that users in

different

countries can see the job title in their own language.

Where do you add the translations?

Options:

A- In the Manage Data tool

B- In the Configure Object Definitions tool

C- In the Country Specific Corporate Data Model

D- In the Corporate Data Model

Answer:

A

Question 3

Question Type: **MultipleChoice**

Security, Settings, and Languages

Where can you apply rule contexts?

Note: There are 2 correct answers to this question

Options:

A- onChange rules

B- onInit rules

C- onView rules

D- onSave rule

Answer:

A, D

Question 4

Question Type: **MultipleChoice**

Security, Settings, and Languages

How do you ensure manager roles are able to initiate job relationship transactions

through Take

Action in People Profile?

Options:

A- Use the attached image as a visual guide
Job Relationship Actions: View Current
Edit Link: View Current/History/Edit/Insert
Relationship Type: View Current
Name: View Current

B- Job Relationship Actions: Select All
Edit Link: No Selection
Relationship Type: View Current Name: View Current

C- Job Relationship Actions: No Selection i---i Edit Link: No Selection LJ Relationship Type: View Current
Name: View Current

D- Job Relationship Actions: Edit/insert
Edit Link: No Selection
Relationship Type: View Current/History/Edit/Insert
Name: View Current/History/Edit/Insert

Answer:

D

Question 5

Question Type: MultipleChoice

Foundation Objects

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?

Create a field in the legal Entity HRIS element in the Country Specific Field

Options:

A- Corporate Data Model Create a field in the legal Entity HRIS element in the Corporate Data Model.

B- Add field criteria to only display the field when the country is France

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

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

Answer:

D

Question 6

Question Type: MultipleChoice

Which action will trigger a system validation for an in-progress workflow?

Options:

A- Rehiring an inactive employee

B- Adding a new employee

C- Terminating an employee

D- Updating Job Information with the same effective date

Answer:

D

Question 7

Question Type: MultipleChoice

Data Models

Which person objects support country-Specific fields?

Note: There are 2 correct answers to this question!

Options:

A- globallnfo

B- emaillnfo

C- phonelnfo

D- nationalldCard

Answer:

A, D

Question 8

Question Type: MultipleChoice

Manager A initiated a job code change for Employee X with an effectivity date of

January 15. Another

manager initiated the same request, but for January 30.

What happens to the workflows triggered by both transactions?

Options:

A- The system will allow both workflows to continue

B- The workflow triggered by the first transaction will override the request of the

C- second transaction

D- The workflow triggered by the second transaction will override the request of

E- the first transaction

F- The system will reject both workflows

Answer:

A

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