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**SAP Certified Application Associate SAP  
SuccessFactors Employee Central Core  
1H/2022**

**SAP C\_THR81\_2211**

**Version Demo**

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## QUESTION NO: 1

Which foundation objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Location
- B. Business unit
- C. Pay range
- D. Event reason
- E. Cost center

**ANSWER: A C D**

## QUESTION NO: 2

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

**ANSWER: A**

## QUESTION NO: 3

What tags are supported in Alert Messages? Note: There are 2 correct answers to this question

- A. [[SUBJECTJJSER]]
- B. [[RECIPIENT\_NAME]]
- C. [[HRIS\_ELEMENT]]
- D. [[EVENT\_REASON]]

**ANSWER: A B**

## QUESTION NO: 4

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Job History
- C. Addresses
- D. Employment Details

**ANSWER: B D**

## QUESTION NO: 5

In which section in the Manage Permission Roles tool do you set the visibility for the Date of Birth field in Biographical Information?

- A. Employee View
- B. Manage User
- C. Employee Data
- D. Employee Central Effective Dated Entities

**ANSWER: C**

## QUESTION NO: 6

How is the event reason derived when a business rule is enabled for import?

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

**ANSWER: A**

## QUESTION NO: 7

What can you do when creating the config UI for the generic object? Note: There are 3 correct answers to this question.

- A. Change the data type for a field.

- B. Add a picklist to a field.
- C. Remove a field.
- D. Add a new field.
- E. Move fields to different positions.

**ANSWER: C D E**

## QUESTION NO: 8

The customer does NOT want approval workflows to be created when making employee changes through the Manage Mass Changes tool. How will you set this in rule context?

- A. Set Import rule context to No.
- B. Set Mass Changes rule context to No.
- C. Set Import rule context to Yes.
- D. Set Mass Changes rule context to Yes.

**ANSWER: B**

## QUESTION NO: 9

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

- A. Goto
- B. Go to then add cost-center
- C. Go to then add cost-center
- D. Go to <>

**ANSWER: C**

## QUESTION NO: 10

During initial testing in an implementation, you need to create 8 cost center foundation object records. What tools can you use to create the records? Note: There are 3 correct answers to this question.

- A. Import Foundation Data
- B. Configure Object Definition
- C. Import and Export Data

D. Manage Data

E. Manage Organization, Pay and Job Structures

**ANSWER: A C D**