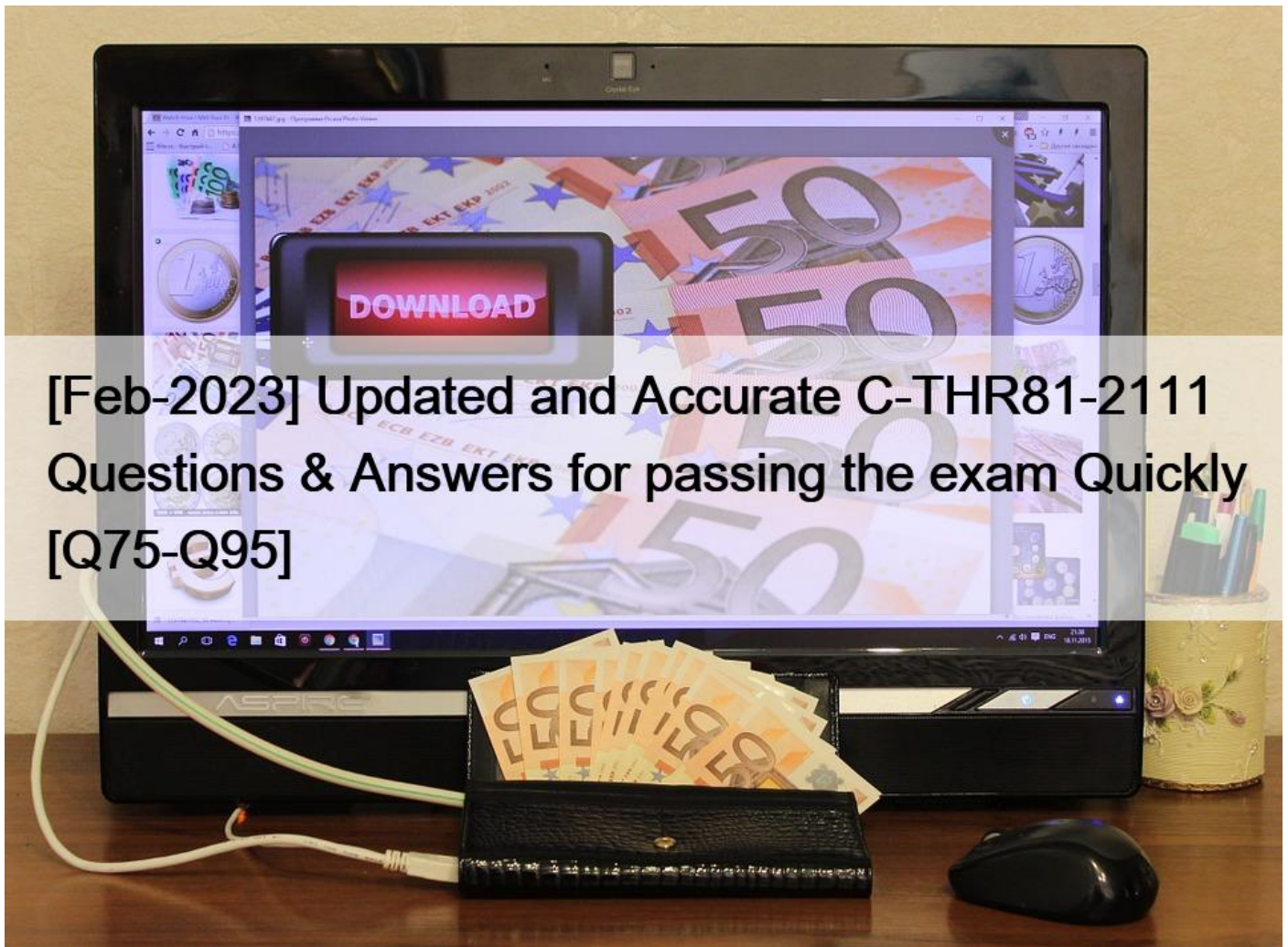# [Feb-2023] Updated and Accurate C-THR81-2111 Questions & Answers for passing the exam Quickly [Q75-Q95

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NO.75 When creating a field for a generic object, which types require a valid values source? There are 3 correct answers to this question.

* Translatable
* User
* Generic Object
* Foundation Object
* Picklist

NO.76 Your customer is experiencing the issue shown in the attached screenshot.What steps do you take to resolve this issue? There are 3 correct answers to this question.

* Check the employee data using the employee export.
* Find the picklist ID for the Suffix field in the data model.
* Check the employee data import file.
* Check the picklist values for the picklist ID for the Suffix field.
* Create a new Personal Information dated record to reset the Suffix field.

NO.77 During the initial testing in an implementation, you need to create 8 Cost Center Foundation Object records. What tools can you use to create the records? There are 3 correct answers to this question.
* Import Foundation Objects
* Import and Export Data
* Manage Data
* Configure Object Definitions
* Manage Organization, Pay and Structures

NO.78 Which methods to alter employee files trigger event reason derivationwhen editing the Job Information Portlet? There are 2 correct answers to this question.
* History > Insert New Record on the portlet
* Edit (Pencil Icon) on the portlet
* History > Edit on the portlet
* Change Job and Compensation Information from theTake Action button

NO.79 What properties can you use in model base objects? Note: There are 2 correct answers to this question.
* Required
* Visibility
* Picklist
* Boolean

NO.80 How is a country-specific field created for MDF foundation objects? Please choose the correct answer.
* As an HRIS element in the Corporate Data Model with a composite association to the MDF foundation object
* As a generic object with a composite association to the MDF foundation object
* As an HRIS element in the CSF for Corporate Data Model with a valid when association to the MDF foundation object
* As a generic object with a valid when association to the MDF foundation object

NO.81 You are helping your client to extend their Employee Central footprint to their subsidiary in Chin a. You have added translations for the foundation object (FO) records in the client system in Simplified Chinese. In Provisioning, the setting shown in the screenshot is maintained. One of the testers logs into the instance and changes the logon language to Simplified Chinese. What translations of FO records will the tester see in the instance? Note: There are 3 correct answers to this question.
* If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in US English.
* If the system finds the translation maintained in Simplified Chinese, it will show that translation.
* If the system does NOT find the translation in Simplified Chinese, it will show the translation maintained in German.
* If the system does NOT find the translation in Simplified Chinese or in German, it will show an error.
* If the system does NOT find the translation in Simplified Chinese or in German, it will show the translation maintained in US English.

NO.82 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.
* Job Information

* Compensation Information
* Personal Information
* Job Relationships

NO.83 What field of the country-specific Corporate Address element is required in the Corporate Data Model?
* Address1
* Country
* Location
* City

NO.84 Determine the default values or determine the visibility for certain fields during the hire/rehire process.
* Internal Job History
* Rules for Hire/Rehire
* Enforce New Employment for Rehire
* Generate Employee ID for Hire/Rehire

NO.85 Your customer would like the Employee Class field from the employee's Job Information portlet 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.
* <background-element>
* <hris-element>
* <standard-element>
* <hris-sync-mappings>

NO.86 Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.
* personallnfo and globallnfo
* joblnfo and organizationlnfo
* complnfo and payComponentRecurring
* personlnfo and globallnfo

NO.87 Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when transfer of an employee is initiated. What is the expected behavior of this workflow? Note: There are 2 correct answers to this question.

* The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
* An approver of WF_Employee_Transfer can automatically route this request to another approver during vacation.
* WF_Employee_Transfer is NOT triggered if the transfer date of the employee is in the future.
* If an approver of WF_Employee_Transfer does NOT take any action for 3 days, a reminder notification is sent by the system.

NO.88 Based on the information in the attached screenshot, what XML configuration would you use to configure propagation mapping? Please choose the correct answer.

```
<propagate foundation-element-id="location">
    <field  id="standardHours">
        <destination hris-element-id="jobInfo" field-id="standard-hours"/>
    </field>
</propagate>
```

* <propagation-mapping foundation-field="location.standardHours" hris- field = "jobInfo.location" />
* <propagation-mappingfoundation-field="location.standardHours" hris-field = "jobInfo.externalCode" />
* <propagation-mapping foundation-field="location.externalCode" hris- field = "jobInfo.location" />
* <propagation-mapping foundation-field="location.externalCode" hris-field = "jobInfo.externalCode" />

NO.89 What is the identifier that represents the employment of an employee?
* User ID
* Job Code ID
* Person ID
* Position ID

NO.90 What type of association would you build if you wanted one cost center to havemany job classifications?

Please choose the correct answer.
* XML association
* Join by column association
* Valid when association
* Composite association

NO.91 Which Admin Center tools would you use to configure the visibility and mandatory field attributes of legacy and MDF foundation objects? Note: There are 3 correct answers to this question.
* Import/Export Corporate Data Model
* Configure Object Definitions
* Import/Export Country/Region-Specific Corporate Data Model
* Manage Organization, Pay and Job Structures

NO.92 What is Generic FoTranslation used for in Employee Central? Please choose the correct answer.
* To translate records for the FOs that are defined in the Corporate Data Model
* To translate records for FOs that are defined in the Corporate Data Model and MDF FO records
* To translate MDF FO records
* To translate any Generic Object records in the instance

NO.93 You want to create a generic (MDF) object that has a composite association with two other MDF objects. Where do you define the association?

Please choose the correct answer.
* In the Corporate data model
* In the Configure Business Rules tool
* In the Configure Object Definition tool
* In the Manage Data tool

NO.94 With which location record can a legal entity record with an effective start date of today be associated?

Note: There are 2 correct answers to this question.
* A location record with an effective start date of 01/01/1900
* A location record with an effective start date of 1 month ago
* A location record with an effective start date of today
* A location record with an effective start date of 1 month from now

NO.95 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
* Create a business rule with Job Information as the base object
* Add an onSave rule trigger to the joblnfo HRIS element in the Succession Data Model
* Create a business rule with Job Classification as the base object

SAP C-THR81-2111 Exam Syllabus Topics:
TopicDetailsTopic 1- Define the rules for Employee Central Core- Importing and Exporting DataTopic 2- Business Rules-
    Foundation Objects- Generic ObjectsTopic 3- Describe how to create and set up workflows- Describe the processes for
    importing and exporting dataTopic 4- Verify the technical setup of Employee Central Core and explain the processes-
    Describe how to update employee filesTopic 5- Security, Settings, and Languages- Describe the structure and function of
    foundation objects

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