SAP

Exam C_THR81_1405

SAP Certified Application Associate - Cloud HCM Employee Central

Version: 6.0

[Total Questions: 80]

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Topic 1, Data Models

Question No : 1 - (Topic 1)

You remove the Cost Center HRIS element from the Corporate Data Model.

What must be done in the Succession Data Model to avoid errors in the system?

A. The Cost Center HRIS element must be set to visibility = "none".
B. The Cost Center field in the Job Info element must be set to required = "false".
C. The Cost Center field in the Job Info element must be set to visibility = "none".
D. The Cost Center HRIS element must be set to required = "false".

Answer: C

Question No : 2 - (Topic 1)

How do you create a new picklist?

A. Export all picklists and add a new picklist ID and new picklist values to the file.
B. Enter the new picklist values into the OptionId column.
C. Import the picklist file using the Picklist Mappings tool.
D. Export the data format and add a new picklist ID and new picklist values to the file.

Answer: D

Question No : 3 - (Topic 1)

Your customer reports that they are unable to add a new "Bonus" pay component to their "Total Target Compensation" pay component group. There is an association between the pay component group and the pay component.

What is a possible reason that the customer is experiencing this problem?

A. The "Bonus" pay component has a different currency than the "Total Target Compensation" pay component group.
B. The "Bonus" pay component has a different frequency than the "Total Target

Compensation" pay component group.

C. The "Bonus" pay component also has an association to another pay component group.

D. The "Bonus" pay component has a later effective date than the "Total Target Compensation" pay component group.

Answer: D

Question No : 4 - (Topic 1)

Your customer wants Brazil to be added to their country-specific Succession Data Model to capture National ID information.

How does SAP recommend that you add this country?

A. 1. Copy an existing country from the customer's country-specific Corporate Data Model.
2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.

B. 1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the field into the customer's country-specific Succession Data Model and country-specific Corporate Data Model.

C. 1. Copy an existing country from the customer's country-specific Succession Data Model.
2. Paste the existing country into the customer's country-specific Succession Data Model relabeled with Brazil's country code.

D. 1. Use the Master country-specific Succession Data Model to copy the Brazil-specific fields.
2. Paste the fields into the customer's country-specific Succession Data Model.

Answer: D

Question No : 5 - (Topic 1)

What field attribute do you use to mask a sensitive field on a screen?

A. visibility
B. pii
C. type
D. id

Answer: B

Question No : 6 - (Topic 1)

Your customer has requested that you create a custom field for employees in Germany to track job information.

What custom field number do you need to identify to configure this new field?

A. The next custom field number that is available in the jobCode element of the Corporate Data Model and the country-specific Corporate Data Model.
B. The next custom field number that is available in the employmentInfo element of the country-specific Succession Data Model.
C. The next custom field number that is available in the employmentInfo element of the Succession Data Model.
D. The next custom field number that is available in the jobInfo element of the Succession Data Model and the country-specific Succession Data Model.

Answer: D

Question No : 7 - (Topic 1)

A customer wants to create a custom field as part of the employment data.

How do you fulfill this requirement?

A. 1. Create the new field in the Succession Data Model.
2. Import the updated XML file using provisioning.
3. Set permissions for the field in role-based permissions.
B. 1. Create a new HRIS element and a custom field.
2. Import the XML file using provisioning.
3. Set permissions for the new element and field using role-based permissions.
C. 1. Create the new field in the Succession Data Model.
2. Import the XML file using provisioning.
3. Set the visibility attribute of the custom field in configure employee files.
D. 1. Create the new field in the Corporate Data Model.
2. Import the updated XML file using provisioning.
3. Set the visibility of the field to "both" using role-based permissions.

Answer: A

Question No : 8 - (Topic 1)

Where can you create associations?

Note: There are 2 correct answers to this question.

A. In the Configure Object Definitions tool
B. In the Corporate Data Model
C. In the Configure Business Rules tool
D. In the Succession Data Model

Answer: A,B

Question No : 9 - (Topic 1)

What data model do you use to set up a National ID display format?

A. Country-specific Corporate Data Model
B. Country-specific Succession Data Model
C. Succession Data Model
D. Corporate Data Model

Answer: B

Question No : 10 - (Topic 1)

Based on the recommended multi-step formula for Employee Central implementation projects, what should you do before you create foundation objects in the system?

Note: There are 2 correct answers to this question.

A. Configure role-based permissions.
B. Import picklists.
C. Configure the Corporate Data Model and the Succession Data Model.

D. Import employee data.

Answer: B,C

Question No : 11 - (Topic 1)

Your customer wants you to create a custom field in the Succession Data Model that allows employees to add their three letter ISO country code to their profile.

Which XML configuration correctly defines this field?

A. <hris-field max-length="3" id="custom-string1" visibility="both" required="false" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>
B. <hris-field id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>
C. <hris-field max-length="3" id="custom-long1" visibility="both" required="false" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>
D. <hris-field id="custom-long1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>

Answer: A

Question No : 12 - (Topic 1)

The attached diagram shows an extract from a customer's configuration workbook.

Which of the following XML configurations meets the customer's requirements?

Note: There are 2 correct answers to this question.