SAP C_THR81_2311 STUDY GUIDE PDF

SAP SF EC Certification Questions & Answers

Details of the Exam-Syllabus-Questions

C_THR81_2311

SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2023

80 Questions Exam – 69% Cut Score – Duration of 180 minutes

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Get an Overview of the C_THR81_2311 Certification:

Who should take the **C_THR81_2311 exam**? This is the first question that comes to a candidate's mind when preparing for the SF EC certification. The C_THR81_2311 certification is suitable for candidates who are keen to earn knowledge on the SuccessFactors and grab their SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2023. When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But C_THR81_2311 study guide PDF is here to solve the problem. C_THR81_2311 PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

Why Should You Earn the SAP C_THR81_2311 Certification?

There are several reasons why one should grab the C_THR81_2311 certification.

- The SF EC certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the **SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2023** is a powerful qualification for a prosperous career.

What Is the SAP C_THR81_2311 SF EC Certification Exam Structure?

Exam Name	SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2023
Exam Code	C_THR81_2311 » SAP SF EC Certification Online Practice Exam
Level	Associate
Exam Price	$543 (USD)
Duration	180 mins
Number of Questions	80
Passing Score	C_THR81_2311 - 69%
Reference Books	**THR79 (SAP SF EMPLOYEE CENTRAL)** **THR80 (SUCCESSFACTORS HCM SUITE)** **THR81 (SUCCESSFACTORS HCM SUITE)** Implementing EC Core Data Model Reference Guide
Schedule Exam	**SAP Training**
Sample Questions	**SAP SF EC Certification Sample Question**
Recommended Practice	**SAP SF EC Certification Practice Exam**

Enhance Knowledge with C_THR81_2311 Sample Questions:

Question: 1

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:
- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.
Which business rule scenarios will you use to raise the error message in Addresses?
There are 2 correct answers to this question.

    a) Trigger Rules to Validate HRIS Elements
    b) Trigger onSave Rules for HRIS Elements
    c) Trigger onChange Rules for HRIS Elements
    d) Basic Rule scenario

Answer: a, d

Question: 2

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How do you create a rule to raise a message during the new hire process?
There are 2 correct answers to this question.

a)

Scenario: Trigger Rules to Validate HRIS Elements   Change Scenario

Basic Information

		Parameters		
Start Date	01/01/1900	Name	Object	
Description		Context	System Context	🔒
Base Object	Job Information Model	Job Information Model	Job Information Model	🔒

⊟ **If**

> Job Information Model.Employment Details Model.Job Relationships Model ≡   is equal to   Null
> The rule selects one entry from the collection "Job Relationships Model" where...

Then

> Raise Message " jobRelationshipMessage " with Error severity
>   Add HR Manager

b)

Scenario: Trigger Rules to Validate HRIS Elements   Change Scenario

Basic Information

		Parameters		
Start Date	01/01/1900	Name	Object	
Description		Context	System Context	🔒
Base Object	Job Relationships Model	Job Relationships Model	Job Relationships Model	🔒

⊟ **If**

> Job Relationships Model. Name .Value is equal to   Null

Then

> Raise Message " jobRelationshipMessage " with Error severity
>   Add HR Manager

c)

Scenario: Trigger Rules for Hire/Rehire   Change Scenario

Basic Information

		Parameters	
Start Date	01/01/1900	Name	Object
Description		Context	System Context 🔒
Base Object Type	Employee Information Model	Employee Information Model	Employee Information Model

⊟ If

    Employee Information Model.Job Relationships. Name .Value is equal to   Null

  Then

    Raise Message " jobRelationshipMessage " with Error severity
              Add HR Manager

d)

Scenario: Trigger Rules to Generate Employee Central Alerts   Change Scenario

Basic Information

		Parameters	
Start Date	01/01/1900	Name	Object
Description		Context	System Context 🔒
Base Object	Job Information Model	Job Information Model	Job Information Model 🔒
		Alert	Alert

⊟ If

    Job Information Model.Employment Details Model.Job Relationships ☰. Name is equal to   Null
    The rule selects one entry from the collection "Job Relationships" where...

  Then

    Set Alert.Alert Message to be equal to   Job Relationship Message (sample_jobRel)

Answer: a, c

Question: 3

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.
- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.
- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How will you create the cross-entity rule for the car allowance?

Please choose the correct answer.

a)

b)

c)

d)

Answer: c

Question: 4

Which person objects support country-specific fields?

There are 2 correct answers for this question.

- a) nationalIDcard
- b) personInfo
- c) globalInfo
- d) emailInfo

Answer: a, c

Question: 5

Your customer would like the Employee Class field from the employee's Job Information block 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.

- a) <standard-element>
- b) <hris-element>
- c) <background-element>
- d) <hris-sync-mappings>

Answer: d

Question: 6

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.

- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.

- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

Which rule would meet the requirement for the address change process?

Please choose the correct answer.

a)

◻ If

Is User in Permission Group		is equal to	No
	User ID:	Login User()	
	Permission Group Name:	System Administrators	

and

Date Plus()		is on or before	Today()
	Base Date:	Today()	
(Optional) Number of Months:	-3		
(Optional) Number of Days:	Null		

Then

Raise Message " ErrorAddressChange " with Error severity
Address Change cannot be older than 3 months

b)

☐ If

Is User in Permission Group   is equal to   No
            User ID: Login User()
Permission Group Name: System Administrators

and

Context.Effective Date is on or before   Date Plus()
                                                      Base Date: Addresses Model (recommended).Event Date.Value
                                        (Optional) Number of Months: -3
                                        (Optional)   Number of Days: Null

Then

Raise Message   " ErrorAddressChange " with Error severity
                Address Change cannot be older than 3 months

c)

☐ If

Is User in Permission Group   is equal to   No
            User ID: Login User()
Permission Group Name: System Administrators

and

Addresses Model (recommended).Event Date.Value is not equal to   Date Plus()
                                                                Base Date: Today()
                                             (Optional) Number of Months: -3
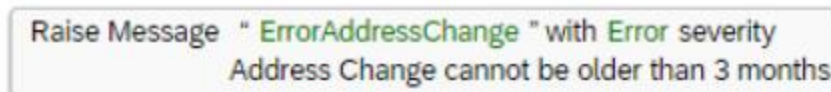   (Optional)   Number of Days: Null

Then

Raise Message   " ErrorAddressChange " with Error severity
                Address Change cannot be older than 3 months

d)

☐ If

Is User in Permission Group   is equal to   No
            User ID: Login User()
Permission Group Name: System Administrators

and

Addresses Model (recommended).Event Date.Value is on or before   Date Plus()
                                                                Base Date: Today()
                                             (Optional) Number of Months: -3
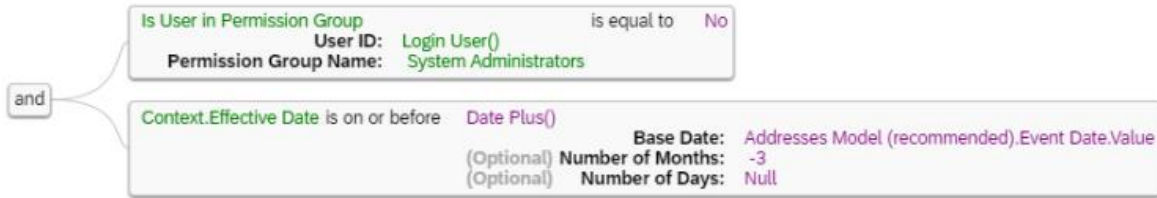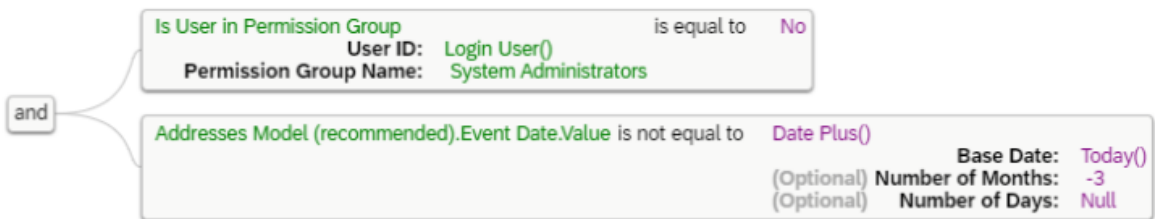   (Optional)   Number of Days: Null

Then

Raise Message   " ErrorAddressChange " with Error severity
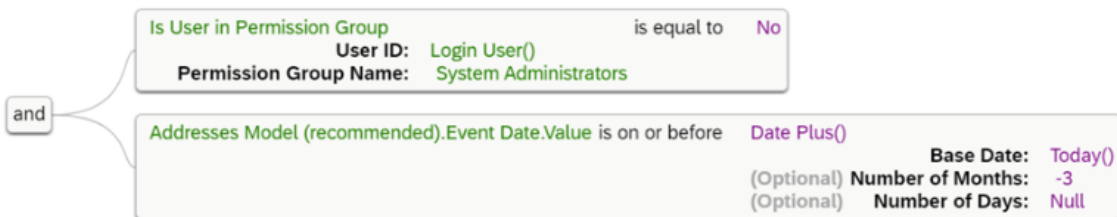   Address Change cannot be older than 3 months

Answer: d

Question: 7

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

Please choose the correct answer.

    a) Below all onChange rules
    b) Above all onChange rules
    c) Below all onSave rules
    d) Above all onSave rules

Answer: c

Question: 8

As part of the implementation team, you are assigned to create the business rules to automate the customer's processes. The customer's requirements are as follows:

- Raise an error message when Job Relationship information is left blank during the new hire process.

- Create a cross-entity rule that will add a monthly car allowance of $500 when employees are transferred to another location.

- Raise an error message when users outside of the System Administrators permission group try to predate Address change 3 months past.

How will you assign the Address Change rule?

Please choose the correct answer.

    a) Assign as onPostSave
    b) Assign as onSave
    c) Assign as onChange
    d) Assign as saveAlert

Answer: b

Question: 9

What distinguishes a one-to-many association from a one-to-one association in the user interface?

There are 2 correct answers to this question.

a) A one-to-one association displays as a separate section in the foundation record.
b) A one-to-many association displays as a field in the foundation record.
c) A one-to-many association displays as a separate section in the foundation record.
d) A one-to-one association displays as a field in the foundation record.

Answer: c, d

Question: 10

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

Please choose the correct answer.

a) A new Job information record is created to deactivate the employee.
b) The job Information record is deleted.
c) The employee is moved back to Manage Pending Hire.
d) The employee is deactivated in the system after 30 days from hire date.

Answer: a

What Study Guide Works Best in Acing the SAP C_THR81_2311 SF EC Certification?

The C_THR81_2311 study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

Explore the Syllabus Topics and Learn from the Core:

If you are determined to earn success in the SF EC exam, getting in full touch of the **syllabus** is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

Make Your Schedule:

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

Get Expert Advice from the Training:

Do not forget to join the SAP C_THR81_2311 training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

Get Access to the PDF Sample Questions:

If your study material is in a **PDF format** or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

Avoid Dumps and Utilize the SAP C_THR81_2311 Practice Test:

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, C_THR81_2311 practice tests always stand out to be the better choice than dumps PDF.

Avail the Proven C_THR81_2311 Practice Test for Success!!!

Do you want to pass the C_THR81_2311 exam on your first attempt? Stop worrying; we, ERPPrep.com are here to provide you the best experience during your SuccessFactors Employee Central preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium **C_THR81_2311 practice tests**. Our expert-designed questions help you to improve performance and pass the exam on your first attempt.