

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.