

## SAP C\_THR81\_1805 Exam

### Volume: 151 Questions

#### Question: 1

You must set up a workflow with three approvers. One of the approvers must be the president of the employee's division. Each division in the company has a different president. What workflow feature would you configure to meet this requirement?

Please choose the correct answer. Choose one:

- A. Dynamic role
- B. cc role
- C. workflow contributor
- D. workflow group

Answer: A

#### Question: 2

What type of data can you manipulate in the Online Report Designer?

There are 2 correct answers to this question. Choose:

- A. Ad hoc reports
- B. standard reports
- C. Pivot queries
- D. List reports

Answer: C,D

#### Question: 3

Why would you need to set up a Time Account Type?

Please choose the correct answer. Choose one:

- A. To enforce rules around vacation rollover
- B. To allow employees to request their own time off.

## SAP C\_THR81\_1805 Exam

C. To give qualifying employees jury duty leave.

D. To set up automatic accruals

Answer: D

Question: 4

What does the system do when a label for a language is missing in one of the data models?  
Please choose the correct answer. Choose one:

A. Displays a blank label

B. Displays a warning message

C. Hides the field

D. Displays the default label

Answer: D

Question: 5

You are creating a generic object and you want to add a foundation object as a field. Based on the attached screenshot, what value would you enter for the Valid Values Source?  
Please choose the correct answer. Choose one:

```
<hris-element id="location">
  <label>Location Name</label>
  <hris-field max-length="32" id="externalCode" visibility="both" required="true" pii="false" showTrailingZeros="fa"
    <label>Code</label>
  </hris-field>
  <hris-field max-length="32" id="name" visibility="both" required="false" pii="false" showTrailingZeros="fa"
    <label>Name</label>
  </hris-field>
```

A. external Code

B. Code

C. location

D. Location Name

Answer: C

Question: 6

## SAP C\_THR81\_1805 Exam

What tool do you use to add event reason rules and workflow rules to the job information portlet?

Please choose the correct answer. Choose one:

- A. Manage Organization, Pay and Job structures
- B. Manage data
- C. Manage Business Configuration
- D. Manage Configuration UI

Answer: A

Question: 7

Which reporting feature allows you to manipulate the relationships between tables in a query?

Please choose the correct answer. Choose one:

- A. Report distributor
- B. Advanced join editor
- C. Calculated column
- D. Filter

Answer: B

Question: 8

What data types are only valid for a generic object field?

There are 2 correct answers to this question. Choose:

- A. Auto Number
- B. User
- C. Date
- D. String

Answer: A,B

## SAP C\_THR81\_1805 Exam

Question: 9

Which of the following actions can you complete in the position organization chart?

There are 3 correct answers to this question. Choose:

- A. Add a higher-level position.
- B. Show inactive positions
- C. View the positional hierarchy at a certain point in time.
- D. Add a new employee
- E. Search by an employee's name.

Answer: B,C,E

Question: 10

How can you assign a business role to a business user?

There are 2 correct answers to this question. Choose:

- A. Use the Mass Data Maintenance function for employees.
- B. Edit the fine tuning activity to add business roles.
- C. Use the Employees and Users data migration template.
- D. Edit the access rights of the business user.

Answer: C,D

Question: 11

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?

Please choose the correct answer.

Choose one:

A.

```
<hris-field id="custom-string1" visibility="both" required="false" pii="3" allow-import="false" showTrailingZeros="false">  
<label>ISO Code</label>
```

## SAP C\_THR81\_1805 Exam

</hris-field>

B.

```
<hris-field max-length=3 id=..custom-string1.. visibility=..both.. required=..false.. allow-
import=..false.. showTrailingZeros=..false">
<label>ISO Code</label>
</hris-field>
```

C.

```
<hris-field id="custom-long1" visibility="both" required="false" pii="3" allow- import="false"
showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>
```

D.

```
<hris-field max-length="3" id="custom-long1" visibility="both" required="false"
allow-import="false" showTrailingZeros="false">
<label>ISO Code</label>
</hris-field>
```

Answer: B

Question: 12

What Time Off feature defines the available time types for a user?

Please choose the correct answer. Choose one:

A. Time account eligibility status

B. Time account type

C. Work schedule

D. Time profile

Answer: D

Question: 13

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

Please choose the correct answer. Choose one:

A. Succession Data Model