

SAP C-THR81-2411 Top Questions & Well C-THR81-2411 Prep



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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• HR Transaction Rules: This topic guides SAP consultants in creating and testing rules that automate HR transactions, ensuring their smooth integration with other HR processes. It highlights methods for evaluating rule effectiveness, enabling consultants to optimize HR workflows for seamless operations.
Topic 2	• Managing Clean Core: In this topic, SAP consultants explore the significance of maintaining a clean core in ERP systems to promote operational efficiency. It emphasizes strategies for enhancing business process agility and minimizing customization efforts, fostering innovation within a clean core framework. Additionally, best practices for seamless integration of systems are discussed, ensuring consultants gain expertise in maintaining a clean and adaptable ERP environment.
Topic 3	• Approvals for Self-Service: SAP consultants learn to design and set up efficient approval processes for self-service transactions. The topic focuses on creating workflows to facilitate user-friendly approval experiences while enhancing overall user satisfaction during the approval process.

Topic 4	Employee Central Core: This topic equips SAP consultants with the knowledge to configure foundation and HR-related objects, enabling efficient management of organizational data. It explains the creation and application of business rules for automation, configuring workflows, and deriving event reasons. Consultants will also master managing user permissions and security protocols, vital for a secure and streamlined Employee Central Core setup.
Topic 5	Position Management: SAP consultants delve into configuring Metadata Framework (MDF) objects and implementing rules tailored to position management scenarios. This topic covers best practices for maintaining position data and configuring permissions.

>> SAP C-THR81-2411 Top Questions <<

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This way you can get knowledge about the SAP C-THR81-2411 exam environment beforehand. Windows computers support the SAP C-THR81-2411 desktop practice exam software. It works offline whereas the web-based C-THR81-2411 Practice Test requires an active internet connection. Major browsers and operating systems support the online C-THR81-2411 mock exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- B. Move Position with Supervisor on Job Information change
- C. To Be Hired Status Adaptation
- D. Follow Up Activity in Position
- E. Automated Daily Hierarchy Adaptation

Answer: C,D,E

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 72

Which object requires entity-type to be configured in HRIS sync mapping?

- A. compInfo
- B. personInfo
- C. jobinfo
- D. phoneInfo

Answer: D

Explanation:

When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate

configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 73

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to From Parent.
- B. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- C. The system validates if the destination object has effective dating set to None.
- D. The system validates if the destination object has effective dating set to Basic.

Answer: A

NEW QUESTION # 74

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?



- A. Option B
- B. Option A
- C. Option C
- D. Option D

Answer: C

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.

* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 75

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Correct
- B. Edit Link > Edit/Insert
- C. Job Information Actions > View History
- D. Job Information Actions > Edit/Insert

Answer: A

Explanation:

* Job Information Actions > Correct permission controls the Edit button in the Job Information history.

* This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

NEW QUESTION # 76

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