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SAP CERTIFICATION

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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	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 3	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 4	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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q78-Q83):

NEW QUESTION # 78

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- B. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- C. The workflow configuration should NOT be included in the business rule.
- D. The Parent Position field should NOT be included in the business rule.

Answer: B,D

Explanation:

* C. The Parent Position field should NOT be included in the business rule:

* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 79

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use?

- A. Role

- B. Dynamic Group
- C. Manager
- **D. Dynamic Role**

Answer: D

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

* A Manager approver type refers to direct line managers, which is different from business unit heads.

* Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 80

In which order must you assign the rules?

- A. ERD-Catch, ERD1, ERD2, ERD3, WFD
- B. WFD, ERD1, ERD2, ERD3, ERD-Catch
- **C. ERD1, ERD2, ERD3, ERD-Catch, WFD**
- D. ERD1, ERD2, ERD3, WFD, ERD-Catch

Answer: C

Explanation:

The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:

* ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.

* ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.

* WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.

Scenario 1: HR Transaction Rules

NEW QUESTION # 81

Which action will trigger a system validation for an in-progress workflow?

- **A. Updating Job Information with the same effective date**
- B. Terminating an employee
- C. Adding a new employee
- D. Rehiring an inactive employee

Answer: A

NEW QUESTION # 82

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information
- B. Employee Information Model
- C. Job Information
- **D. Job Information Model**

Answer: D

NEW QUESTION # 83

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