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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q60-Q65):

NEW QUESTION # 60
In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart
- B. To restrict access to create positions from Manage Positions
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access at the field level when creating positions

Answer: A,C

NEW QUESTION # 61
An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the approvers decline the workflow
- B. When the workflow is approved by all approvers
- C. When the employee initiates the workflow
- D. When the workflow is sent back by any approver

Answer: B

Explanation:
When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 62
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onView rules
- C. onSave rules
- D. onChange rules

Answer: C,D

NEW QUESTION # 63
Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Personal Information
- C. Work Permit Information
- D. Pay Component Recurring

Answer: A,D

NEW QUESTION # 64
You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.
What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="location">
- B. <field-criteria> as part of <hris-field="company">
- C. <association> as part of <hris-element id="location">
- D. <association> as part of <hris-element id="jobInfo">

Answer: A,C

Explanation:
To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:
* Define the Association in the Location Object:
* In the location object definition, add an <association> element to link it to the legalEntity object.
This association should be defined within the <hris-element id="location"> section.
* Configure Field Criteria for the Location Field:
* Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris- field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.
Therefore, the correct answers are:
* B: <field-criteria> as part of <hris-field id="location">
* D: <association> as part of <hris-element id="location">
These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 65
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