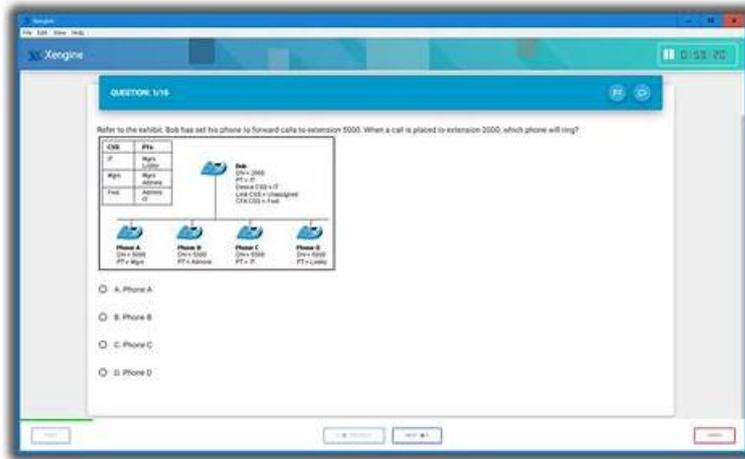


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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 5	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

NEW QUESTION # 27

Which rule supports the Default_JobClass requirement?

Scenario 1: HR Transaction Rules

1 of 12

Which rule supports the Default_JobClass requirement?

A

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Title.Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Pay Grade.Value
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Employee Class.Value

B

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set Job Information Model.Job Classification.Value.Job Title.Default Value to be equal to Job Information Model.Job Classification.Value.Job Title.Default Value
- Set Job Information Model.Job Classification.Value.Pay Grade to be equal to Job Information Model.Job Classification.Value.Pay Grade
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Job Classification.Value.Employee Class

C

Job Information Model.Job Classification is equal to Null

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Classification.Value.Job Title.Default Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Job Classification.Value.Pay Grade
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Job Classification.Value.Employee Class

Job Information Model.Job Title.Value is not equal to Job Information Model.Job Title.Previous Value

or

Job Information Model.Pay Grade.Value is not equal to Job Information Model.Pay Grade.Previous Value

or

Job Information Model.Employee Class.Value is not equal to Job Information Model.Employee Class.Previous Value

Then

- Set Job Information Model.Job Title.Value to be equal to Job Information Model.Job Title.Value
- Set Job Information Model.Pay Grade.Value to be equal to Job Information Model.Pay Grade.Value
- Set Job Information Model.Employee Class.Value to be equal to Job Information Model.Employee Class.Value

- A. Option C

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

Answer: B

Explanation:

The rule in Option B supports the Default JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 28

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Add a lower-level position
- B. Create a job requisition for a vacant position
- C. Mass copy positions
- D. Nominate a successor for a position
- E. Run a mass change to update positions

Answer: A,B,C

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

- * A. Add a lower-level position:
* Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.
 - * C. Create a job requisition for a vacant position:
* A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.
 - * E. Mass copy positions:
* This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.
- These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 29

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

The screenshot shows the SAP Workflow Configuration interface. The 'Step 1' configuration section includes the following options:

- Approver Type *
- Approver Role *
- Work Item Type *
- Content *
- Relationship to Approver *
- No Approver Behavior *
- Request Permissions *
- Respect Permissions *
- Workflow Contributor
- Contributor Type *
- Contributor *
- Relationship to Approver *
- Content *
- Request Permissions *
- Respect Permissions *
- CC Role *
- CC Role Type *
- Relationship to Approver *
- Content *
- Request Permissions *
- Respect Permissions *
- Email Template Group *

- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Manager - Source - Initiator
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

Answer: C

NEW QUESTION # 30

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Country
- B. Location
- C. Address1
- D. City

Answer: A

NEW QUESTION # 31

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

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

Answer: A,D

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

* A. Pay Component Recurring

* This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

* D. Job Information

* This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross- entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 32

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