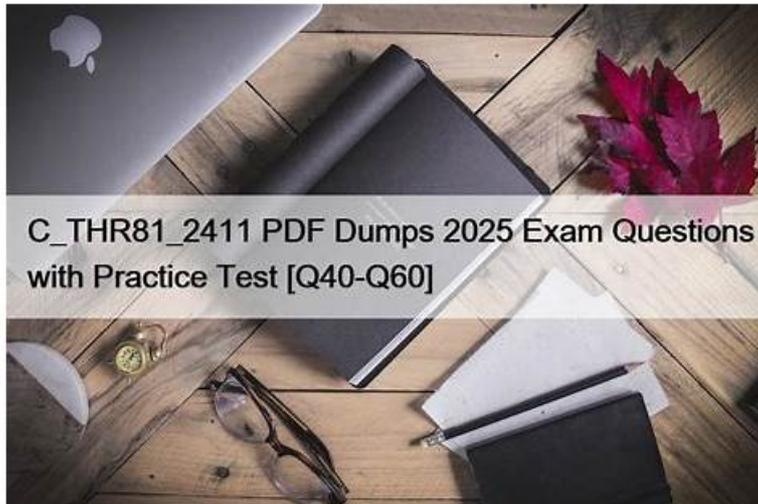


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Our PDF version is a printable document of exam questions which are real and updated. We have included original SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core questions in this format so that can you get ready for the exam quickly by just memorizing them. This format of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) test questions is also usable on smart devices such as laptops, tablets, and smartphones.

SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q10-Q15):

NEW QUESTION # 10

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- B. The first IF clause must be set to Always True.
- C. The first IF clause must be blank
- D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.

Answer: A

NEW QUESTION # 11

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. Rehiring an inactive employee
- D. Adding a new employee

Answer: A

Explanation:

* Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

* When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

* This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 12

Which rule can effectively catch all unspecified events in a transaction?



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

Answer: D

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

- * It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
- * This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 13

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onChange; Base Object: Employee Information
- **B. Event Type: onInit; Base Object: Standard Hours**
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onSave; Base Object: Legal Entity

Answer: B

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

- * Event Type: onInit
- * This event triggers the rule during the initialization phase of the Add New Employee wizard.
- * Base Object: Standard Hours
- * The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 14

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

8 of 10

An employee will be changing their nationality information on their own
How do you build the IF condition in the business rule so they can do this?



Four options for building an IF condition are shown:

- Option A: Context.Current User is not equal to Login User() AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value
- Option B: Context.Current User is equal to Login User() AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value
- Option C: Context.Current User is equal to Login User() AND Personal Information Model.Nationality.Value is equal to Personal Information Model.Nationality.Previous Value
- Option D: Context.Current User is not equal to Personal Information Model.First Name.Value AND Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value

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

Answer: D

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 15

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