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SAP Certified Application Associate - SAP SuccessFactors Employee Central Core 2H/2022 Sample Questions (Q11-Q16):

NEW QUESTION # 11

You create a config UI based on the Uniform Request custom generic object, as shown in the screen shot. What field must have ID externalCode to display the UI in the People Profile?

- A. Shoes Size
- B. Employee
- C. Apron Size
- D. Requested Date

Answer: B

NEW QUESTION # 12

Which permission controls a user

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

Answer: C

NEW QUESTION # 13

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central?
Note: There are 3 correct answers to this question.

- A. You add HRIS field Is Delegate Supported to the Corporate Data Model.
- B. You add HRIS field Is Delegate Supported to the Succession Data Model.
- C. The user sets up Auto Delegate through the Quick Links tile on their homepage.
- D. The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.
- E. You configure the workflow with the Is Delegate Supported field set to Yes.

Answer: A,C,E

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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"> 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"> 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	<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"> 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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C_THR81_2411 Test Answers | New C_THR81_2411 Exam Sample

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q13-Q18):

NEW QUESTION # 13

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- B. By association, using the countryOfRegistration.code in the Condition
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer: B,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 14

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Previous Value
- B. PII
- C. Visibility
- D. Max-length
- E. Required

Answer: A,C,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

* B. Visibility

* Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

* C. Previous Value

* This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

* E. Required

* Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A: PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 15

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a composite association to the Legal Entity object
- B. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- C. As a generic object with a Valid When association to the Legal Entity object
- D. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object

Answer: B

NEW QUESTION # 16

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Personal Information
- B. Job Information
- C. Compensation Information
- D. Biographical Information

Answer: B

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

* The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.

* This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 17

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

- A. Personal Information
- B. Work Permit Information

