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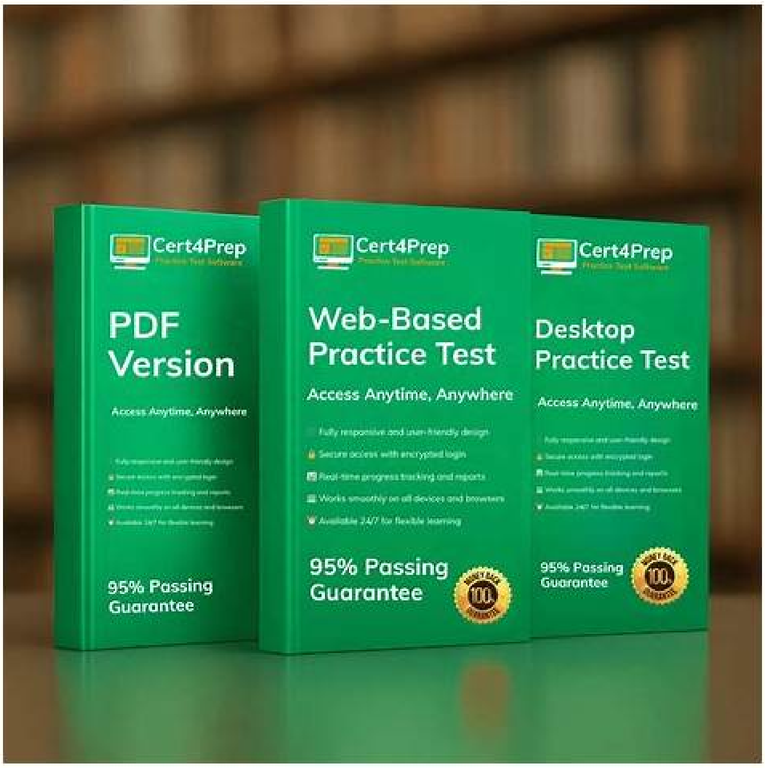

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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q77-Q82):

NEW QUESTION # 77
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. <association> as part of <hris-element id="jobInfo">
- B. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="location">
- D. <field-criteria> as part of <hris-field="company">

Answer: B,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 # 78
In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

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

Answer: A,C

Explanation:
Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:
* Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.
* Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.
These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

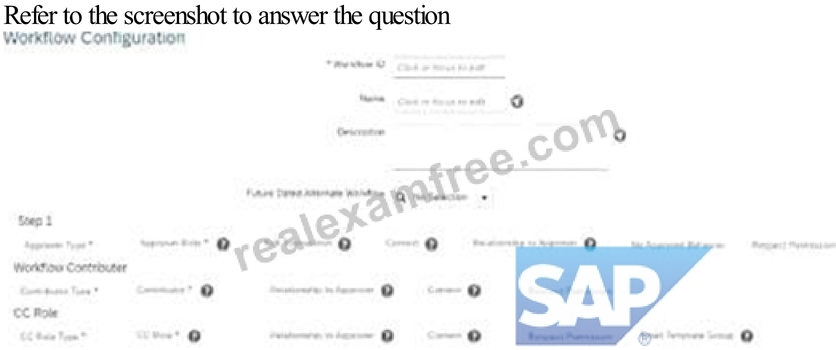
NEW QUESTION # 79
Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.
What is the expected behavior of this workflow?

- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. An approver can automatically reroute this request to another employee during vacation.
- C. The alternate workflow is used when there is a future-dated record entered for the employee.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

Answer: C

Explanation:
In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:
* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 80
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.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question



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

Answer: A

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
* Approver Type: Manager
* Approver Role: Manager
* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 81
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
  *By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1. Role-Manager - Source
  *By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Manager - Source
  *By selecting in Slep 2. Role-Manager Manager - Target
- D. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  *By selecting in Step 2: Position Relationship - Parent Position - Target

Answer: B

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
* Step 1: Role - Manager - Source (current manager of the employee).
* Step 2: Role - Manager - Target (future manager of the employee).This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 82
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