

C-THR81-2411 Practice Engine - Dumps C-THR81-2411 Vce



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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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"> • 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 (Q48-Q53):

NEW QUESTION # 48

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- **B. The system will allow both workflows to continue.**
- C. The system will reject both workflows.
- D. The system will cancel the first workflow.

Answer: B

NEW QUESTION # 49

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- **A. In Position Management Settings > UI Customizing**
- B. In Position Management Settings > Hierarchy Adaptation
- C. In Manage Business Configuration > jobInfo
- D. In Configure Object Definitions > Position

Answer: A

Explanation:

The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 50

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- **A. value**
- **B. pay-component-code**

- C. pay-date
- D. is-target
- E. frequency

Answer: A,B,C

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- * A. value
- * This field captures the monetary amount of the non-recurring payment.
- * B. pay-component-code
- * This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- * C. pay-date
- * This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 51

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. In the workflow, Respect Permissions was set to No for the notification line to the manager.
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C. The manager's approver context is set to Source
- D. The manager has transactions pending approval permission for Personal Information.

Answer: A

Explanation:

When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 52

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <dg-filters> then add cost-center
- B. Go to <custom-filters> then add cost-center
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <hris-element="jobInfo"> then add dg-filter="true"

Answer: A

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

- * Navigate to the <dg-filters> section within the Succession Data Model.
- * Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

- * A: Go to <dg-filters> then add cost-center

NEW QUESTION # 53

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