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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q48-Q53):

NEW QUESTION # 48

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 # 49

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

Answer: C

NEW QUESTION # 50

Which rule supports the Default_JobClass requirement?

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

Answer: A

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 # 51

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit Attachment Only
- B. No edit
- C. Edit with Route Change
- D. Edit without Route Change

Answer: C

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change. This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

NEW QUESTION # 52

Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?

Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- E. Set the Position Code field as read-only in the Position Object Definition

Answer: A,B,E

Explanation:

To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:

* B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in

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