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## SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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### **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q68-Q73):**

#### **NEW QUESTION # 68**

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub

#### **Answer: C**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

#### **NEW QUESTION # 69**

Which permission controls a user's access to the Edit button in the history of Job Information?

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

#### **Answer: B**

Explanation:

\* Job Information Actions > Correct permission controls the Edit button in the Job Information history.

\* This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

## NEW QUESTION # 70

Which action will trigger a system validation for an in-progress workflow?

- A. Terminating an employee
- B. Adding a new employee
- C. Updating Job Information with the same effective date
- D. Rehiring an inactive employee

**Answer: A**

## NEW QUESTION # 71

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the status.
- B. Change the labels.
- C. Change the external\_code of an event.
- D. Add a new event.
- E. Add a new language translation.

**Answer: A,B,E**

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

- \* A. Add a new language translation
- \* New language translations can be added for events and event reasons to support multilingual organizations.
- \* B. Change the status
- \* You can activate or deactivate events based on organizational needs.
- \* D. Change the labels
- \* Labels for events can be modified for better understanding and alignment with organizational terminology.

C: Change the external\_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

## NEW QUESTION # 72

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the division object definition
- B. A Valid When association in the business unit object definition
- C. A Composite association in the business unit object definition
- D. A Composite association in the division object definition

**Answer: A**

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

\* Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit).

\* This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

## NEW QUESTION # 73

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