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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q42-Q47):

NEW QUESTION # 42
How do you create country-specific fields for the Legal Entity object?

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

Answer: D

NEW QUESTION # 43
Which of the following are examples of standard one-to-one associations?
Note: There are 2 correct answers to this question.

- A. Department to Division
- B. Location to Geozone
- C. Pay Range to Legal Entity
- D. Location to Legal Entity

Answer: B,C

NEW QUESTION # 44
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-Manager - Source
- B. By selecting in Step 1: Role - Self-Source
- C. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
- D. By selecting in Step 1: Role - Manager - Source

Answer: A

NEW QUESTION # 45
Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Personal Id External
- B. Username
- C. Event Date
- D. User Id

Answer: A,C

Explanation:
When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:
* B. Event Date
* This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.
SAP Help Portal
* D. Person Id External
* The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.
SAP Help Portal
Options A and C are not required for importing Personal Information:
* A. Username
* The username is associated with system login credentials and is not a required field for importing personal information.
* C. User Id
* The user-id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 46
Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-component-code
- B. value
- C. frequency
- D. is-target
- E. pay-date

Answer: A,B,E

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 # 47

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