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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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.

Pass Guaranteed Quiz 2026 C-THR81-2411: Trustable Reliable SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Exam Test

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q41-Q46):

NEW QUESTION # 41
Which rule supports the Default_JobClass requirement?

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

Answer: D

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 # 42
In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Rules to Display Internal Job History
- B. Trigger Rules for Hire/Rehire
- C. Save Changes to Foundation Objects
- D. Trigger Workflows

Answer: B,D

Explanation:
In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:
* A. Trigger Workflows
* Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
* C. Trigger Rules for Hire/Rehire
* During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.
Options B and D are not typically associated with model base objects in business rules:
* B. Trigger Rules to Display Internal Job History
* Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
* D. Save Changes to Foundation Objects
* While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 43
Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- B. Data change
- C. Hire
- D. Termination

Answer: C,D

NEW QUESTION # 44
How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?
Note: There are 3 correct answers to this question.

- A. Create a composite association on the new generic object to Legal Entity.
- B. Create a new generic object.
- C. Update the field criteria of the association.
- D. Create a composite association to the new generic object on Legal Entity.
- E. Update the condition and condition values of the association.

Answer: B,C,D

NEW QUESTION # 45
How do you create country-specific fields for the Legal Entity object?

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

Entity object
- D. As a generic object with a composite association to the Legal Entity object

Answer: C

Explanation:
To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 46
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