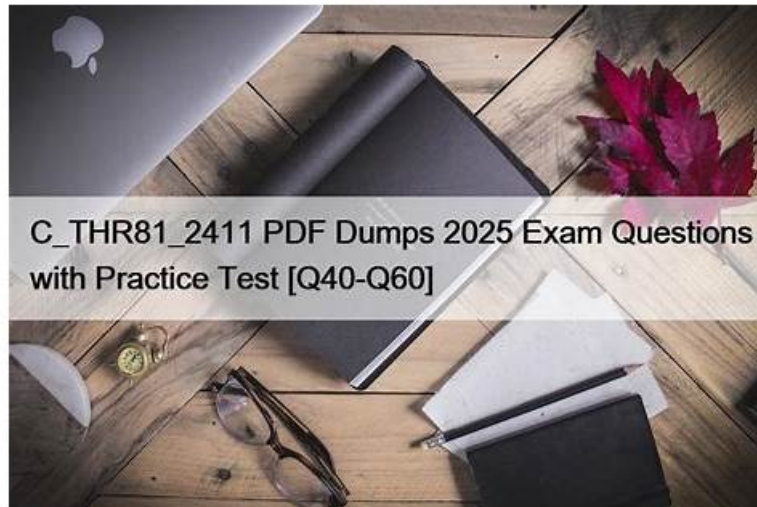


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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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	<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.

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

NEW QUESTION # 42

Which method of modifying employee data will trigger an event reason derivation?

- **A. Using Actions menu in People Profile**
- B. Using Add New Hire
- C. Deleting a record in history UI
- D. Inserting a new record in history UI

Answer: A

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

* B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 43

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- **A. Set the IF statement to Always True and set the THEN statement as blank.**
- B. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: A

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

* Set the IF statement to Always True: This ensures the rule is triggered every time.

* Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 44

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a person id external.
- **B. Once generated, you CANNOT change a user id.**

- C. A user can have only one user id.
- D. A user can have multiple user ids.
- E. A user can have only one person id external.

Answer: B,D,E

NEW QUESTION # 45

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Automated Daily Hierarchy Adaptation
- B. Follow Up Activity in Position
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Move Position with Supervisor on Job Information change
- E. To Be Hired Status Adaptation

Answer: A,B,E

NEW QUESTION # 46

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value ID
- B. Picklist Value External Code
- C. Picklist Code
- D. Legacy Picklist ID

Answer: A

NEW QUESTION # 47

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