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Complete Guide to
SAP C_THR81_2411
Exam Preparation

Preparing for the C_THR81_2411 Exam: Key Topics and Syllabus

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Prepare for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C_THR81_2411) exam with this comprehensive guide. This document provides a thorough overview of the exam structure, key topics, and recommended study resources to help you succeed. Included are practice questions to familiarize you with the exam format, ensuring you are well-prepared for the challenges ahead. Whether you are a beginner or an experienced professional, this guide will help you achieve a high score on the C_THR81_2411 certification exam.

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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	• 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 3	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q10-Q15):

NEW QUESTION # 10
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. <field-criteria> as part of <hris-field="location">
- B. <association> as part of <hris-element id="jobInfo">
- C. <field-criteria> as part of <hris-field="company">
- D. <association> as part of <hris-element id="location">

Answer: A,D

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 # 11
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Location: Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Job Information; Assigned to Location field as onChange

Answer: D

NEW QUESTION # 12
In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Personal Information
- C. Address Information
- D. Job Information

Answer: A,D

Explanation:
Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:
* Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.
* Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.
These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 13
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Location: Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Job Information; Assigned to Location field as onChange

Answer: D

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:
* Base Object: Job Information
* Trigger Event: Assigned to the Location field with the event set to onChange.This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 14
What actions can you initiate from the Position Org chart?
Note: There are 3 correct answers to this question.

- A. Create a job requisition for a vacant position
- B. Nominate a successor for a position
- C. Mass copy positions
- D. Add a lower-level position
- E. Run a mass change to update positions

Answer: A,C,D

NEW QUESTION # 15

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