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We have created a number of reports and learning functions for evaluating your proficiency for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) exam dumps. In preparation, you can optimize SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) practice exam time and question type by utilizing our SAP C-THR81-2411 Practice Test software. ValidBraindumps makes it easy to download SAP C-THR81-2411 exam questions immediately after purchase. You will receive a registration code and download instructions via email.

SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q61-Q66):

NEW QUESTION # 61
How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

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

Answer: D

NEW QUESTION # 62
What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- C. The target FTE is checked to prevent the position from being understaffed.
- D. The standard hours are checked to prevent the position from being overstaffed.

Answer: A

NEW QUESTION # 63
In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Permission Groups
- B. Manage Workflow Groups
- C. Manage Dynamic Roles
- D. Manage Workflow Requests

Answer: B

NEW QUESTION # 64

Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

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

Answer: A,D,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 65
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Manager - Source - Initiator

Answer: D

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
* Approver Type: Manager
* Approver Role: Manager
* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 66
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