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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	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

>> Study C\_THR81\_2411 Plan <<

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q77-Q82):

### NEW QUESTION # 77

What does it mean when a position is subjected to capacity control?

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

**Answer: B**

### NEW QUESTION # 78

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 Workflow Requests
- D. Manage Dynamic Roles

**Answer: B**

### NEW QUESTION # 79

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

- A. Data change
- B. Termination**
- C. Transfer

- D. Hire

**Answer: B,D**

#### **NEW QUESTION # 80**

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. A user can have only one user id.
- B. A user can have multiple user ids.
- C. Once generated, you CANNOT change a user id.
- D. A user can have only one person id external.
- E. Once generated, you CANNOT change a person id external.

**Answer: B,C,D**

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

- \* A. Once generated, you CANNOT change a user id.
- \* The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.
- \* D. A user can have multiple user ids.
- \* An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.
- \* E. A user can have only one person id external.
- \* The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

- \* B. A user can have only one user id.
- \* This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.
- \* C. Once generated, you CANNOT change a person id external.
- \* This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

#### **NEW QUESTION # 81**

Which rule can effectively catch all unspecified events in a transaction?

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

**Answer: A**

Explanation:

The rule inOption B effectively captures all unspecified events in a transaction because:

- \* It sets theEvent Reason Value to "Data Change" whenever the Event Reason Value is null.
- \* This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HRTransaction Rules

#### **NEW QUESTION # 82**

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