

# SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Guaranteed Questions & C-THR81-2411 Exam Training Pdf & SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Valid Test Review



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## SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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 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>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>

## C-THR81-2411 Exam Questions: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core & C-THR81-2411 Exam Preparation

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q70-Q75):

#### NEW QUESTION # 70

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
- B. By selecting in Step 1: Role - Manager - Source
- C. **By selecting in Step 1. Role-Manager - Source**
- D. By selecting in Step 1: Role - Self-Source

**Answer: C**

#### NEW QUESTION # 71

How do you set the event date in Compensation information for the Jobinfo\_FTE\_Comp cross-entity rule?

- A.



- B.



- C.



- D.



**Answer: C**

#### NEW QUESTION # 72

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

## Answer: A,B,E

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 # 73

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

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**Employee Transfer Workflow (WF\_Employee\_TTransfer)**

Workflow ID: WF\_Employee\_TTransfer

Name: Employee Transfer Workflow

Description:

Remind In Days:

Is Delegate Supported: No

Alternate Workflow: New Hire Workflow (CC\_XX\_NEWHIRE\_WF)

Redirect CC Users To Workflow Approval Page: No

Escalation:

**SAP**

What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

- A. The alternate workflow is used when there is a future-dated record entered for the employee.
- B. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.

## Answer: A

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

\* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

## NEW QUESTION # 74

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

**Answer: A,B**

### 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 <chris-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-f

\* D:<association>as part of<hris-element id="location">

These configurations align with the standard practices for

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

## NEW QUESTION # 75

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