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SAP C_THR81_2411 考試大綱：

主題	簡介
主題 1	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.

主題 2	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.
主題 3	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.
主題 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.
主題 5	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.

最新的 SAP Certified Associate C_THR81_2411 免費考試真題 (Q83-Q88):

問題 #83

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- D. Establish release management.
- E. Define roles and responsibilities as part of a process transformation office.

答案: B,C,E

問題 #84

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

Workflow Configuration

- A. Edit Transaction
- B. No Approver Behavior
- C. Respect Permission
- D. Context

答案： A

解題說明：

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

問題 #85

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can grant access to the dashboard to partners.
- C. It can be accessed by using SAP For Me.
- D. Customers can use the dashboard in the dev, test, and production tenants.

答案： B,C

問題 #86

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



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

答案： C

解題說明：

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

* It sets the Event 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: HR Transaction Rules

問題 #87

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_Transfer)

Workflow ID	WF_Employee_Transfer
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	



What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

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

答案：B

解題說明：

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.

問題 #88

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