

2026 100% Free C_THR81_2411–Trustable 100% Free Exam Passing Score | SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Top Exam Dumps



The image shows the front cover of the German IT magazine 'c't' (magazin für computer technik) from January 2023. The cover is dark with yellow and white text. The main headline 'Weg von Microsoft Office' is in large yellow letters. Below it, a sub-headline reads 'Die Alternativen im Detail • Frei von Cloud- & Kontozwang Behörden als Vorreiter'. There are several smaller boxes containing news snippets: 'TEST' (about headphones, phones, laptops, and a USB cable tester), 'Glasfaser: Modem vs. Router' (about saving money with network technology), 'FOKUS' (about fake shops, data recovery, webcams, and music servers), and 'Clever reisen im Bahnchaos' (about travel tips). A graphic of a metal ball and chain hangs from the top right corner.

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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q26-Q31):

NEW QUESTION # 26

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

- A. Termination
- B. Transfer
- C. Hire
- D. Data change

Answer: A,C

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

* Termination: This event is typically manually configured without automatic derivation of event reasons.

* Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 27

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

Scenario 1: HR Transaction Rules

2 of 18

How do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

Then

Set Spot Bonus Model Employment Details Model.Job Information.Event Date to be equal to Spot Bonus Model:Spot Bonus Employment Details.Job Ir

Then

Set Compensation Information Model:Employment Details Model.Job Information.Event Date to be equal to Job Information.Event Dat



®

Then

Set Job Information Model:Employment Details Model.Compensation Information Event Date to be equal to Job Information Model.Event Di
The rule selects one entry from the collection "Compensation Information" where...

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

Answer: A

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method.

The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 28

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Base Salary/Current FTE Value) X Previous FTE Value
- B. (Base Salary/Previous FTE Value) X Current FTE Value
- C. (Current FTE Value-Previous FTE Value)/Base Salary
- D. (Previous FTE Value - Current FTE Value) X Base Salary

Answer: B

Explanation:

The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 29

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Required
- B. Max-length
- C. PII
- D. Visibility
- E. Previous Value

Answer: A,D,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

* B. Visibility

* Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

* C. Previous Value

* This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

* E. Required

* Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A: PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 30

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- B. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- C. Define a specific transition period for a group of positions
- D. Respect workflow at Copy Position in Position Organizational Chart
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: A,D,E

NEW QUESTION # 31

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