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## SAP C\_THR81\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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>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 5	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q40-Q45):

### NEW QUESTION # 40

Which condition must be used for the jobinfo\_FTE\_Comp rule?

1 of 18

Which condition must be used for the Jobinfo\_FTE\_Comp rule?

A. If

Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value

and

Job Information Model.Event Reason.Value is equal to New Hire (HRNEW)

Job Information Model.Event Reason.Value is equal to Refire (HRREFH)

B. If

Job Information Model.FTE.Value is not equal to Job Information Model.FTE.Previous Value

and

Job Information Model.Event Reason.Value is not equal to New Hire (HRNEW)

Job Information Model.Event Reason.Value is not equal to Refire (HRREFH)

C. If

Job Information Model.FTE.Value is not equal to Job Information Model.FTE.Previous Value

and

Job Information Model.Event Reason.Value is equal to Hire (H, 2280)

Job Information Model.Event Reason.Value is equal to Before (B, 2301)

D. If

Job Information Model.FTE.Value is not equal to Job Information Model.FTE.Previous Value

and

Job Information Model.Event Reason.Value is equal to Hire (H, 2280)

Job Information Model.Event Reason.Value is not equal to Refire (R, 2302)

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

**Answer: A**

**Explanation:**

For the Jobinfo\_FTE\_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.

The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 41

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information Model
- B. Employee Information
- C. Employee Information Model
- D. Job Information

**Answer: A**

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

### NEW QUESTION # 42

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Biographical Information
- C. Personal Information
- D. Job Information

**Answer: D**

### NEW QUESTION # 43

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



The screenshot shows the SAP Fiori Workflow Configuration interface. The 'Workflow Type' is set to 'Future Dated Alternate Workflow'. Under 'Approver Role', the 'Edit Transaction' option is checked. Other configuration options like 'No Approver Behavior' and 'Respect Permission' are also present.

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

**Answer: D**

Explanation:

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

## NEW QUESTION # 44

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- B. The manager's approver context is set to Source
- **C. In the workflow, Respect Permissions was set to No for the notification line to the manager.**
- D. The manager has transactions pending approval permission for Personal Information.

**Answer: C**

Explanation:

When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.

Scenario 2: Approvals for Self-Service

## NEW QUESTION # 45

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