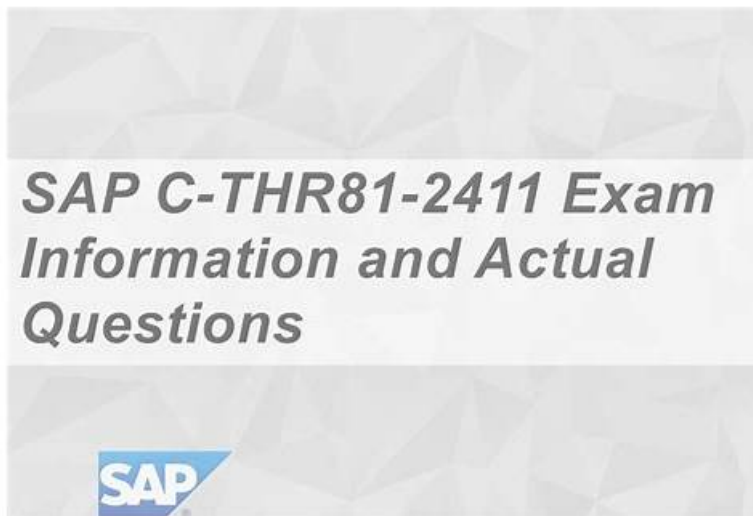


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## SAP C\_THR81\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>HR Transaction Rules:</b> 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 2	<ul style="list-style-type: none"><li>• <b>Position Management:</b> 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>• <b>Approvals for Self-Service:</b> 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 4	<ul style="list-style-type: none"><li>• <b>Employee Central Core:</b> 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>• <b>Managing Clean Core:</b> 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>

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q43-Q48):

#### NEW QUESTION # 43

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Terminating an employee
- C. Rehiring an inactive employee
- D. Updating Job Information with the same effective date

**Answer: D**

Explanation:

- \* Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.
  - \* When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.
  - \* This is designed to ensure data consistency and avoid duplicate or conflicting entries.
- Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

#### NEW QUESTION # 44

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request. How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

Workflow Configuration

The screenshot shows the 'Workflow Configuration' interface in SAP SuccessFactors. The 'Step 1' configuration section is highlighted, showing the following fields and their values:

Field	Value
Approver Type *	Self-Source
Approver Role *	Initiator
Context *	Employee HR - Source
Relationship to Approver *	Employee
No Approval Behavior	Respect Permissions

- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Manager - Source - Initiator

**Answer: D**

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

- \* Approver Type: Manager

\* Approver Role: Manager

\* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

\* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

SelectingRole: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 45

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- **B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- C. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

**Answer: B**

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

\* Create a Dynamic Role using the Legal Entity filter.

\* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 46

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Location
- **B. Country**
- C. City
- D. Address1

**Answer: B**

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

#### NEW QUESTION # 47

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- **A. Personal Id External**
- B. Username
- **C. Event Date**
- D. User Id

**Answer: A,C**

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

\* B. Event Date

\* This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

\* D. Person Id External

\* The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

\* A. Username

\* The username is associated with system login credentials and is not a required field for importing personal information.

\* C. User Id

\* The user-id pertains to employment records and is not mandatory for the Personal Information import process.

### NEW QUESTION # 48

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