C-THR81-2411 Study Guide: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core & C-THR81-2411 Practice Test & SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Learning Materials

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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	• 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.

Topic 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.
Topic 4	• 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	• 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.

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

NEW QUESTION # 70
Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the auto-delegate permission for users.
- B. Enable the field in Succession Data Model.
- C. Define the delegate relationship in Employee Central.
- D. Enable the field in the Corporate Data Model.

Answer: A,D

Explanation:
To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:
* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.
Correct Answers:
* B: Enable the auto-delegate permission for users.
* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 71
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish regular housekeeping tasks and procedures.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish release management.

Answer: A,B,D

Explanation:
SAP recommends the following guiding principles to maintain clean core operations:
* Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.
* Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.
* Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.
* Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.
Scenario 1: HR Transaction Rules

NEW QUESTION # 72
Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the business unit object definition
- B. A Valid When association in the division object definition
- C. A Valid When association in the business unit object definition
- D. A Composite association in the division object definition

Answer: B

Explanation:
To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.
* Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit).
* This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 73
What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built as one-to-many.
- B. All custom associations should be built as one-to-one.
- C. All custom associations should be built between an MDF FO and another MDF FO.
- D. All custom associations should be built between an XML FO and another XML FO.

Answer: A

NEW QUESTION # 74
What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Compensation Information Model
- B. Compensation Model
- C. Job Information Model
- D. Non Recurring Pay Component Model

Answer: C

Explanation:
The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.
* This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based

on job data changes.
* As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.
Scenario 1: HR Transaction Rules

NEW QUESTION # 75
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