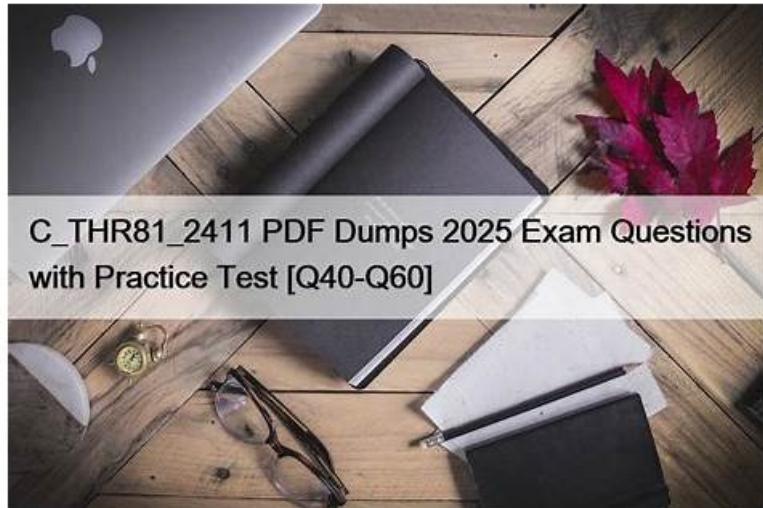


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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which HRIS elements share the same People Profile block?

Note: There are 2 correct answers to this question.

- A. personInfo and globalInfo
- B. personalInfo and globalInfo
- C. compInfo and payComponentRecurring
- D. jobInfo and organizationInfo

Answer: B,C

NEW QUESTION # 56

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to Always True and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.

Answer: B

NEW QUESTION # 57

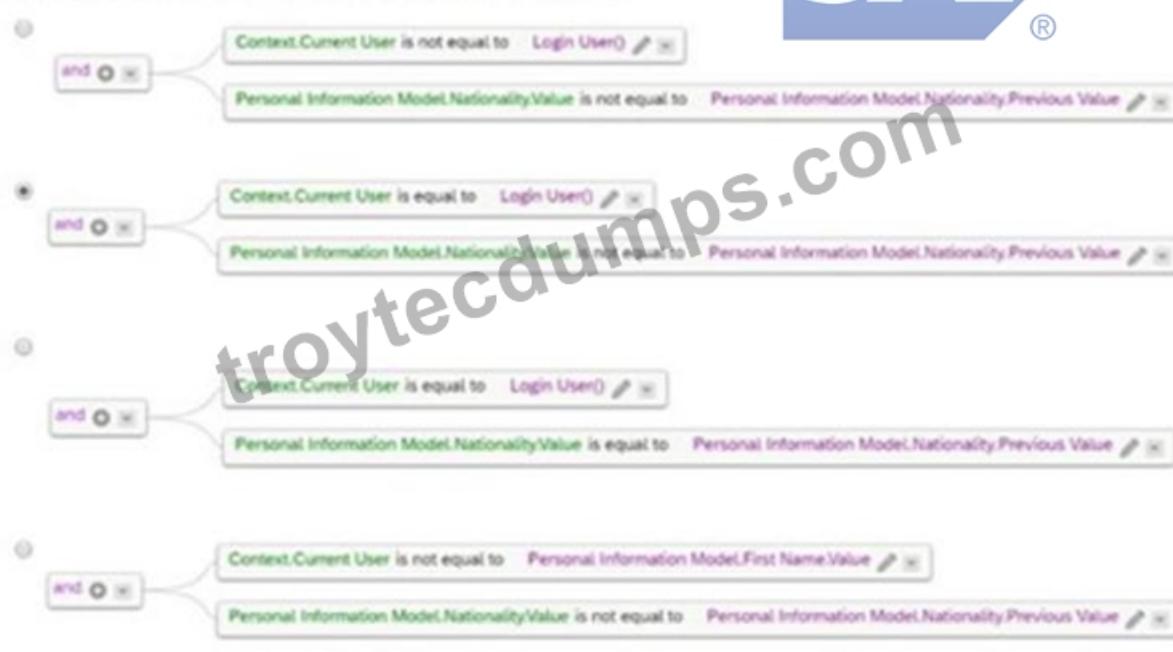
An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

8 of 10

An employee will be changing their nationality information on their own.

How do you build the IF condition in the business rule so they can do this?



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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the `Context.Current User` is equal to `Login User` (ensures that the logged-in user is making the changes).
- * Check if the `Nationality.Value` is not equal to the `Nationality.Previous Value` (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 58

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value External Code
- B. **Picklist Code**
- C. Picklist Value ID
- D. Legacy Picklist ID

Answer: B

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

- * A. Picklist Value ID
- * This refers to individual entries within a picklist and is not used to define the source of valid values for a field.
- * C. Legacy Picklist ID
- * Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.
- * D. Picklist Value External Code
- * This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 59

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.

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.

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

Answer: C

Explanation:

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.

NEW QUESTION # 60

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