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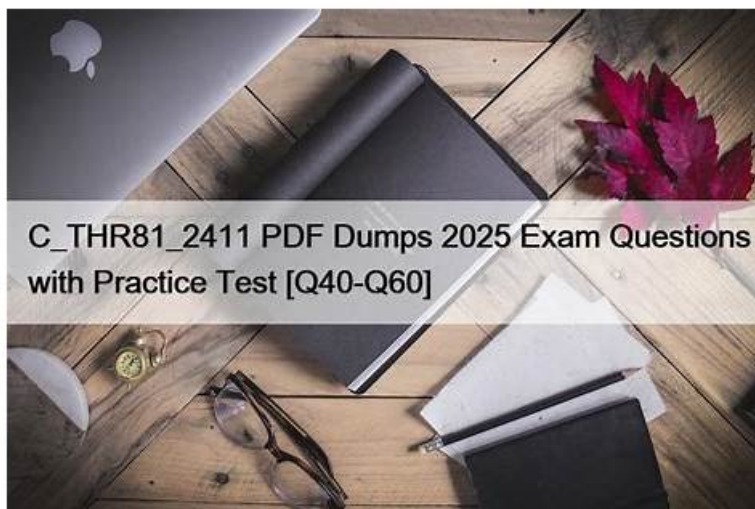
Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) exam dumps are top-notch and designed to help students pass the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) test on the first try. RealVCE offers three formats of preparation material for the C-THR81-2411 exam: SAP C-THR81-2411 Pdf Dumps format, desktop-based C-THR81-2411 practice exam software, and web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C-THR81-2411) practice test. These C-THR81-2411 exam dumps formats are designed to suit the needs of different types of students.

SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q11-Q16):

NEW QUESTION # 11
The manager has the ability to change the salary during the workflow
Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit with Route Change
- B. Edit without Route Change
- C. No edit
- D. Edit Attachment Only

Answer: A

Explanation:
To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change.
This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.
This option is essential for ensuring data integrity and compliance during workflows involving edits.

NEW QUESTION # 12
How should you build the IF condition to indentify the user when the employee is updating their own Personal Information?

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

Answer: C

NEW QUESTION # 13
A customer needs to create a custom field that appears only for legal entity France.
How do you create the required field?

- A. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- B. Create a field in the Legal Entity France object in Configure Object Definition.

- C. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- D. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

Answer: A

NEW QUESTION # 14

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Personal Information
- B. Work Permit Information
- C. Pay Component Recurring
- D. Job Information

Answer: C,D

Explanation:
Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:
* A. Pay Component Recurring
* This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.
* D. Job Information
* This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.
Objects like Work Permit Information and Personal Information are not currently supported in cross- entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 15

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.
SAP Help Portal
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 # 16

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