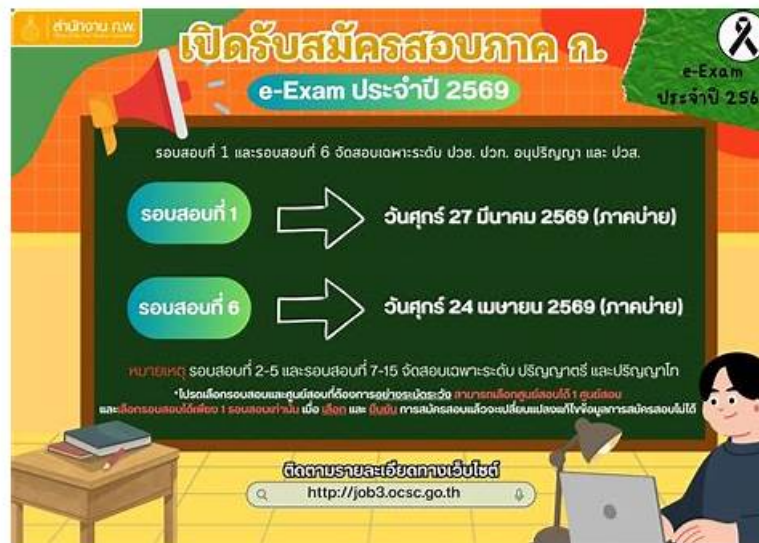


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SAP C-THR81-2411 Exam Syllabus Topics:

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">• 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 3	<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.
Topic 4	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q69-Q74):

NEW QUESTION # 69

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Central Effective Dated Entities
- B. Employee View
- C. Manage User
- **D. Employee Data**

Answer: D

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

* This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

* Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 70

Which condition must be used for the jobinfo_FTE_Comp rule?

Scenario 1: HR Transaction Rules

4 of 10

Which condition must be used for the Jobinfo_FTE_Comprule?

☐ If

and

- Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value
- Job Information Model.Event Reason.Value is equal to New Hire (HIRNEW)
- Job Information Model.Event Reason.Value is equal to Rehire (REHREH)

☐ If

and

- Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value
- Job Information Model.Event Reason.Value is not equal to New Hire (HIRNEW)
- Job Information Model.Event Reason.Value is not equal to Rehire (REHREH)

☐ If

and

- Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value
- Job Information Model.Event Reason.Value.Event is equal to Hire (H, 2289)
- Job Information Model.Event Reason.Value.Event is equal to Rehire (R, 2301)

☒ If

and

- Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value
- Job Information Model.Event Reason.Value.Event is not equal to Hire (H, 2289)
- Job Information Model.Event Reason.Value.Event is not equal to Rehire (R, 2301)

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

Answer: A

Explanation:

For the Jobinfo_FTE_Comprule, 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 # 71

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.

Workflow Configuration

- A. By selecting in Step 1: Role - Manager - 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 - Self-Source - Initiator

Answer: A

NEW QUESTION # 72

Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?

Note: There are 3 correct answers to this question.

- A. Set the Position Code field as read-only in the Position Object Definition
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- E. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules

Answer: A,B,E

Explanation:

To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:

* B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:

* This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.

* C. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:

* Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.

* E. Set the Position Code field as read-only in the Position Object Definition:

* Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system. These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 73

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

Answer: B

Explanation:

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

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