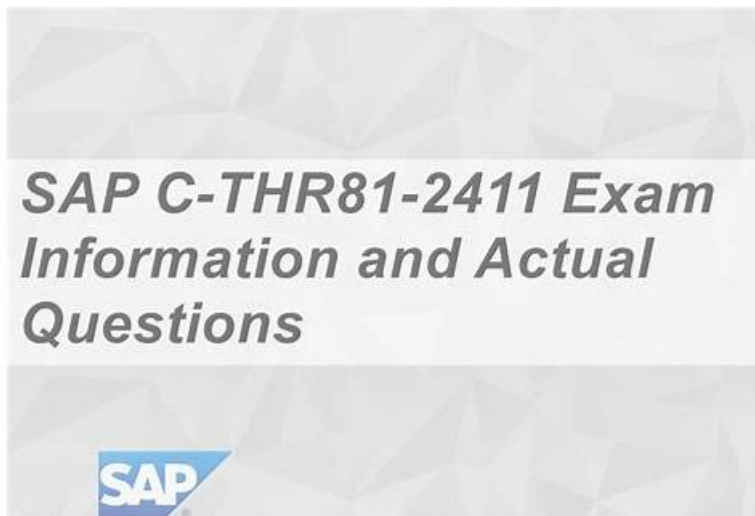


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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	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 2	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	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 4	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 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q85-Q90):

NEW QUESTION # 85

Which rule supports the Default_JobClass requirement?

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

Answer: B

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 86

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

Answer: C

NEW QUESTION # 87

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hriss-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- B. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- C. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- D. The technicalParameters value has NOT been set to SYNC in the position records.

Answer: A,B

Explanation:

* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:

* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 88

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self-Service? Note: There are 2 correct answers to this question.

- A. Set the externalCode field to Data Type = User.
- B. Create a Valid When association for the object.
- C. Set the externalName field to Data Type = User.
- D. Create one configuration UI for the object.

Answer: B,D

NEW QUESTION # 89

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 legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- B. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- C. Create a field in the Legal Entity France object in Configure Object Definition.
- D. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.

Answer: D

NEW QUESTION # 90

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