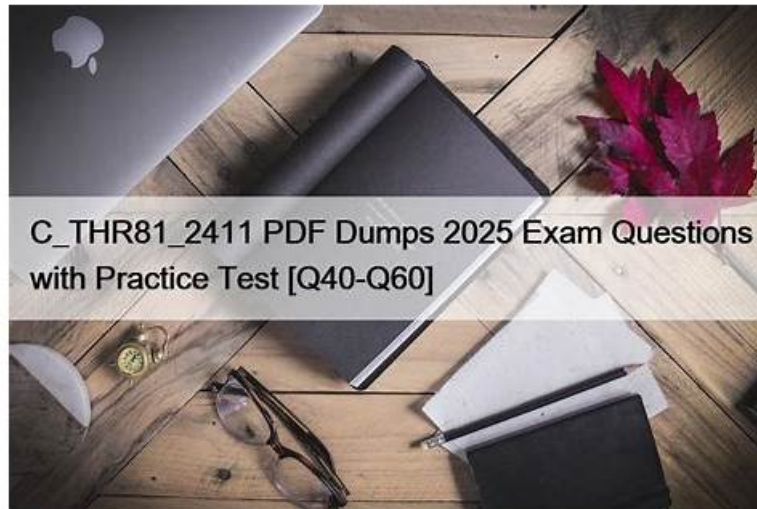


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SAP C-THR81-2411 Exam Syllabus Topics:

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 (Q58-Q63):

NEW QUESTION # 58

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onChange; Base Object: Employee Information
- B. Event Type: onEdit; Base Object: Employee Information
- C. Event Type: onSave; Base Object: Legal Entity
- **D. Event Type: onInit; Base Object: Standard Hours**

Answer: D

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

- * Event Type: onInit
- * This event triggers the rule during the initialization phase of the Add New Employee wizard.
- * Base Object: Standard Hours
- * The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 59

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

- **A. Integrate clean core practices in the end-to-end value process chain.**
- B. Establish regular housekeeping tasks and procedures.
- **C. Define roles and responsibilities as part of a process transformation office.**
- D. Establish release management.
- **E. Establish an organizational structure, technical foundation, and transformation methodology for clean core.**

Answer: A,C,E

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 # 60

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.
What is the expected behavior of this workflow?

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

Answer: A

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 # 61

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Position Relationship - Parent Parent Position - Source
*By selecting in Step 2: Position Relationship - Parent Position - Target
- B. By selecting in Step 1: Role - Self-Source
*By selecting in Step 2: Role- Manager - Target
- C. By selecting in Step 1: Role-Manager - Source
*By selecting in Step 2: Role - Manager - Target
- D. By selecting in Step 1: Role - Manager - Source
*By selecting in Step 2: Role-Manager Manager - Target

Answer: C

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

* Step 1: Role - Manager - Source (current manager of the employee).

* Step 2: Role - Manager - Target (future manager of the employee). This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 62

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Trigger Rules to Calculate Full-Time Equivalent
- B. Update Rule for Mass Change Run
- C. Derive Job Requisition Template in Recruiting Integration
- D. Trigger Rules for Off Cycle Event Batch
- E. Create Right to Return for Incumbent

Answer: A,B,E

NEW QUESTION # 63

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[illegible]