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Complete Guide to
SAP C_THR81_2411
Exam Preparation

Preparing for the C_THR81_2411 Exam: Key Topics and Syllabus

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Prepare for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core (C_THR81_2411) exam with this comprehensive guide. This document provides a thorough overview of the exam structure, key topics, and recommended study resources to help you succeed. Included are practice questions to familiarize you with the exam format, ensuring you are well-prepared for the challenges ahead. Whether you are a beginner or an experienced professional, this guide will help you achieve a high score on the C_THR81_2411 certification exam.

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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q48-Q53):

NEW QUESTION # 48
Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a user id.
- B. A user can have only one person id external.
- C. A user can have only one user id.
- D. Once generated, you CANNOT change a person id external.
- E. A user can have multiple user ids.

Answer: A,B,E

NEW QUESTION # 49
Which HRIS elements share the same People Profile block?
Note: There are 2 correct answers to this question.

- A. compInfo and payComponentRecurring
- B. jobinfo and organizationInfo
- C. personalinfo and globalinfo
- D. personInfo and globalinfo

Answer: A,C

NEW QUESTION # 50
Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Using Add New Hire
- C. Deleting a record in history UI
- D. Using Actions menu in People Profile

Answer: D

Explanation:
Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.
Therefore, the correct answer is:
* B: Using Actions menu in People Profile
This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 51
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to<hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
* Navigate to the<dg-filters>section within the Succession Data Model.
* Add an entry for thecost-centerobject within the<dg-filters>section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.
* A: Go to<dg-filters>then add cost-center

NEW QUESTION # 52
How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason indicated in the import overrides the onSave ERD rule.
- C. The onSave ERD rule overrides the event reason value indicated in the import file.
- D. The event reason must be selected manually.

Answer: B

Explanation:
In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.
Options A, B, and D are not accurate in this context:
* A. The event reason is derived using the catch-all rule.
* This is incorrect because the event reason in the import file overrides other rules.
* B. The event reason must be selected manually.

* This is not applicable during the import process, as the event reason is provided in the import file.
* D. The onSave ERD rule overrides the event reason value indicated in the import file.
* This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 53

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