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>> **C_THR81_2411トレーニング資料** <<

C_THR81_2411キャリアパス、C_THR81_2411テストトレーニング

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SAP C_THR81_2411 認定試験の出題範囲：

トピック	出題範囲
トピック 1	• 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.
トピック 2	• 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.
トピック 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.
トピック 4	• 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.
トピック 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core 認定 C_THR81_2411 試験問題 (Q43-Q48):

質問 # 43
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. A user can have multiple user ids.
- 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 user id.
- E. Once generated, you CANNOT change a person id external.

正解：A、B、D

解説：
In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:
* A. Once generated, you CANNOT change a user id.
* The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.
* D. A user can have multiple user ids.
* An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.
* E. A user can have only one person id external.
* The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

* B. A user can have only one user id.
* This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.
* C. Once generated, you CANNOT change a person id external.
* This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

質問 # 44

How should you build the IF condition to identity the user when the employee is updating their own Personal Information?

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

正解： C

解説：

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.
* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

質問 # 45

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Thursday, when the change becomes effective
- B. Saturday, the day after the sync job completes
- C. Tuesday, the day the transaction is entered
- D. Friday, when the sync job completes

正解： D

解説：

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

質問 # 46

Which rule supports the Default_JobClass requirement?

- A. Option A

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

正解：**C**

解説：
The rule inOption Bsupports theDefault_JobClassrequirement by setting default values forfields 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

質問＃47

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.

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Employee Transfer Workflow (WF_Employee_TRansfer)

Workflow ID	WF_Employee_TRansfer
Name	Employee Transfer Workflow
Description	
Remind In Days	
Is Delegate Supported	No
Alternate Workflow	New Hire Workflow (CC_XX_NEWHIRE_WF)
Redirect CC Users To Workflow Approval Page	No
Escalation	

What is the expected behavior of this workflow?

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- 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 toWF_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.

正解：**A**

解説：
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.

質問＃48

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