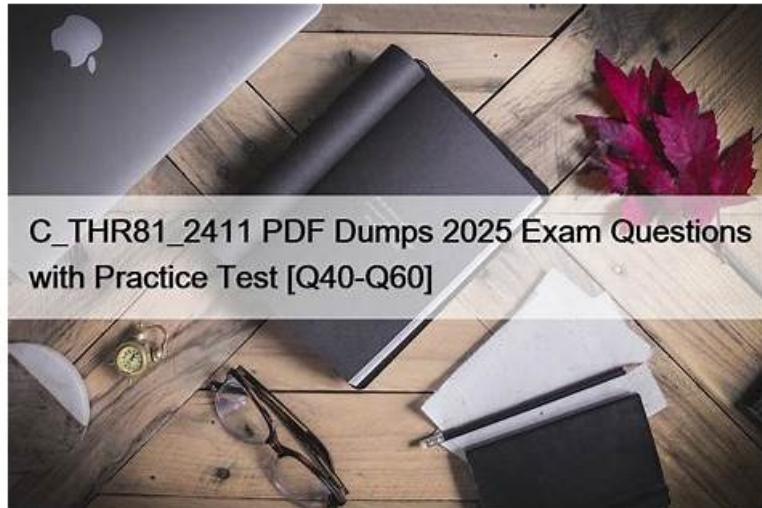


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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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	<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

Manager A initiated a job code change for Employee X with an effectiveness date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- B. The system will reject both workflows.
- C. The system will cancel the first workflow.
- D. The system will allow both workflows to continue.**

Answer: D

NEW QUESTION # 70

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.

- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

NEW QUESTION # 71

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Job History**
- C. Employment Details**
- D. Addresses

Answer: B,C

NEW QUESTION # 72

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

Answer: A

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 # 73

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions from Manage Positions
- B. To restrict access to create positions based on the granted user's target population
- C. To restrict access at the field level when creating positions
- D. To restrict access to create lower-level positions from the Position Org Chart

Answer: B,D

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

- * A. To restrict access to create positions based on the granted user's target population:
- * This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.
- * C. To restrict access to create lower-level positions from the Position Org Chart:
- * This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 74

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