

C_THR81_2411

the manager should not get any information or notification + HR admins should be able to change Personal Information as well as Employment Information and the HR Business Partner needs to approve these If the HR admin needs to change the Compensation information, approval will need to be granted by their own manager + For one country, there needs to be another approval from the data team, who will manually maintain the payroll system The table below summarizes the permissions for each role:

Role	Tasks	Fields
Employee	Personal Information	Last Name, Marital Status, and Nationality
Manager	Basic Information	Location, Cost Center, Production Period, Production Period Start Date, and Production Period End Date
HR Admin	Personal Information	All editable fields in Personal Information
HR Admin	Employment Information, Compensation Information, and Compensation Information	All editable fields in Employment Information, HR Information and Compensation Information

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location. How do you create the IF condition for the workflow derivation rule to meet the above requirements?

Option A:

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and (User ID is equal to Current Current User Job Information Supervisor)
and (Information Model Event Reason Value is equal to Location Change (SALN, DC))

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Option B:

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and (Current User is equal to Job Information Model Job Information Supervisor)
and (Information Model Event Reason Value is equal to Location Change (SALN, DC))

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Option C:

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is User in Permission Group
User ID is equal to Job Information Model Event Reason Value is equal to Location Change (SALN, DC)
Permission Group Name is equal to HR Admin

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Option D:

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is User in Permission Group
User ID is equal to Job Information Model Event Reason Value is equal to Location Change (SALN, DC)
Permission Group Name is equal to HR Admin

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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	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	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	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 (Q10-Q15):

NEW QUESTION # 10

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

Answer: A,B

NEW QUESTION # 11

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[SUBJECT_USER]]
- C. [[RECIPIENT_NAME]]

- D. [[EVENT_REASON]]

Answer: B,D

NEW QUESTION # 12

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value External Code
- B. Legacy Picklist ID
- C. Picklist Value ID
- D. Picklist Code

Answer: D

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

- * A. Picklist Value ID
* This refers to individual entries within a picklist and is not used to define the source of valid values for a field.
- * C. Legacy Picklist ID
* Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.
- * D. Picklist Value External Code
* This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 13

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



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

Answer: C

Explanation:

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

NEW QUESTION # 14

Which method of modifying employee data will trigger an event reason derivation?

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

Answer: B

NEW QUESTION # 15

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