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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	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	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 4	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 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q69-Q74):

NEW QUESTION # 69

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Mass copy positions
- B. Run a mass change to update positions
- C. Nominate a successor for a position
- D. Add a lower-level position
- E. Create a job requisition for a vacant position

Answer: A,D,E

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

- * A. Add a lower-level position:
 - * Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.
 - * C. Create a job requisition for a vacant position:
 - * A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.
 - * E. Mass copy positions:
 - * This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.
- These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 70

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-date
- B. pay-component-code
- C. value
- D. is-target

- E. frequency

Answer: A,B,C

NEW QUESTION # 71

Which object requires entity-type to be configured in HRIS sync mapping?

- A. personInfo
- B. compInfo
- C. jobinfo
- D. phoneInfo

Answer: D

NEW QUESTION # 72

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being understaffed.
- B. The target FTE is checked to prevent the position from being overstaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- D. The standard hours are checked to prevent the position from being overstaffed.

Answer: B

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 73

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. RFC
- C. IDoc
- D. OData

Answer: A,D

NEW QUESTION # 74

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