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C_THR81_2411 Points

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 Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Enable the auto-delegate permission for users.
- C. Enable the field in Succession Data Model.
- D. Define the delegate relationship in Employee Central.

Answer: A,B

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

* B: Enable the auto-delegate permission for users.

* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 23

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onView rules
- C. onSave rules
- D. onChange rules

Answer: C,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

* A. onChange rules

* These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

* C. onSave rules

* These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 24

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- B. Termination
- C. Data change
- D. Hire

Answer: B,D

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

* Termination: This event is typically manually configured without automatic derivation of event reasons.

* Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically. Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 25

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit Attachment Only
- B. No edit
- C. Edit without Route Change
- **D. Edit with Route Change**

Answer: D

NEW QUESTION # 26

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information
- B. Employee Information
- **C. Job Information Model**
- D. Employee Information Model

Answer: C

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

NEW QUESTION # 27

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