

# C\_THR81\_2411 Valid Exam Question - Exam C\_THR81\_2411 Fee

## *SAP C-THR81-2411 Exam Information and Actual Questions*



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### **SAP C\_THR81\_2411 Exam Syllabus Topics:**

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <ul style="list-style-type: none"><li>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.</li></ul>                                                                                                                                                                                                                                     |
| Topic 2 | <ul style="list-style-type: none"><li>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.</li></ul>                                 |
| Topic 3 | <ul style="list-style-type: none"><li>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.</li></ul>                                                                                                                                                                                             |
| Topic 4 | <ul style="list-style-type: none"><li>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.</li></ul> |
| Topic 5 | <ul style="list-style-type: none"><li>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.</li></ul>                                                                                                                                                                                |

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Exam Training Vce & C\_THR81\_2411 Test Torrent & SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Torrent Dumps

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q30-Q35):

#### NEW QUESTION # 30

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

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

**Answer: D**

#### NEW QUESTION # 31

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)



The screenshot shows the configuration for the 'Employee Transfer Workflow (WF\_Employee\_Transfer)'. It includes fields for Workflow ID, Name, Description, Remind In Days, Is Delegate Supported, Alternate Workflow, Redirect CC Users To Workflow Approval Page, and Escalation. A large 'SAP' logo and a 'Lead4pass' watermark are visible over the screenshot.

|                                             |                                      |
|---------------------------------------------|--------------------------------------|
| 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?

What is the expected behavior of this workflow?

- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. An approver can automatically reroute this request to another employee during vacation.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.
- **D. The alternate workflow is used when there is a future-dated record entered for the employee.**

**Answer: D**

Explanation:

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.

### NEW QUESTION # 32

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?

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

**Answer: C**

### NEW QUESTION # 33

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.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question



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

**Answer: A**

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

- \* Approver Type: Manager
  - \* Approver Role: Manager
  - \* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
  - \* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
- Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
- Scenario 2: Approvals for Self-Service

### NEW QUESTION # 34

How do you set the event date in Compensation information for the Jobinfo\_FTE\_Comp cross-entity rule?

- A. 

- Then
- Get Spot Bonus Model Employment Details Model Job Information Event Date to be equal to Spot Bonus Model Spot Bonus Employment Details Job In



- D.



### NEW QUESTION # 35

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