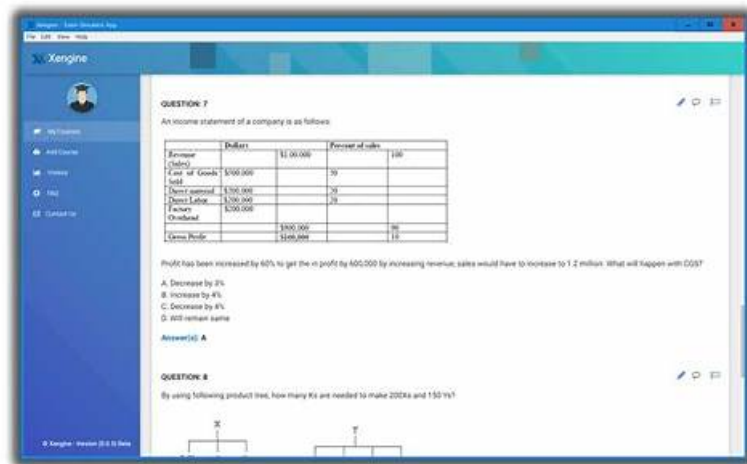# SAP Practice C_THR81_2411 Test Online: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core - Itcerttest High-Efficient Latest Exam Papers for your preparing

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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	• 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 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q34-Q39):

NEW QUESTION # 34

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. The manager's approver context is set to Source
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C. The manager has transactions pending approval permission for Personal Information.
- D. In the workflow, Respect Permissions was set to No for the notification line to the manager.

Answer: D

NEW QUESTION # 35

Which rule supports the Default_JobClass requirement?

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

Answer: B

Explanation:
The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.
Scenario 1: HR Transaction Rules

NEW QUESTION # 36

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Non Recurring Pay Component Model
- B. Compensation Model
- C. Compensation Information Model
- D. Job Information Model

Answer: D

NEW QUESTION # 37

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

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

Answer: A,D,E

NEW QUESTION # 38
In which order must you assign the rules?

- A. ERD1, ERD2, ERD3, ERD-Catch, WFD
- B. ERD-Calch, ERD1, ERD2, ERD3, WFD
- C. WFD, ERD1, ERD2, ERD3, ERD-Catch
- D. ERD1, ERD2, ERD3, WFD, ERD-Catch

Answer: A

NEW QUESTION # 39
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