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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 C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q36-Q41):

NEW QUESTION # 36

Which clause meets the WFD_Address rule requirement?

Scenario 1: HR Transaction Rules

6 of 10

Which clause meets the WFD_Address rule requirement?

☐ ☒ ☐

Addresses.wfConfig Name is not equal to Address Change

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☐ ☒ ☐

Addresses.Address1 is equal to Null

or

Addresses.City is equal to Null

Addresses.Country/Region is equal to Null

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☐ ☐ ☒

Addresses.Address1 is equal to Null

and

Addresses.City is equal to Null

Addresses.Country/Region is equal to Null

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☐ ☐ ☒

This rule is always true

To add an expression please uncheck the Always True checkbox

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

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

Answer: D

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

- * Address is not equal to Null.
- * City and CountryRegion are equal to Null.
- * When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 37

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- **A. Event Type: onInit; Base Object: Standard Hours**
- B. Event Type: onSave; Base Object: Legal Entity
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onChange; Base Object: Employee Information

Answer: A

NEW QUESTION # 38

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

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

Answer: A

NEW QUESTION # 39

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Personal Information
- C. Biographical Information
- **D. Job Information**

Answer: D

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

- * The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.
- * This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 40

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

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