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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q64-Q69):

NEW QUESTION # 64

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- **B. The system will allow both workflows to continue.**
- C. The system will cancel the first workflow.
- D. The system will reject both workflows.

Answer: B

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 65

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- **A. Set the IF statement to Always True and set the THEN statement as blank.**
- B. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.

Answer: A

NEW QUESTION # 66

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must be set to Always True.
- **B. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.**
- C. The first IF clause must be blank
- D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.

Answer: B

NEW QUESTION # 67

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hriss-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- **B. The technicalParameters column with a value of SYNC has NOT been included in the import file.**
- C. The technicalParameters value has NOT been set to SYNC in the position records.
- **D. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.**

Answer: B,D

Explanation:

* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:

* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 68

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

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

Answer: D

Explanation:

When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 69

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