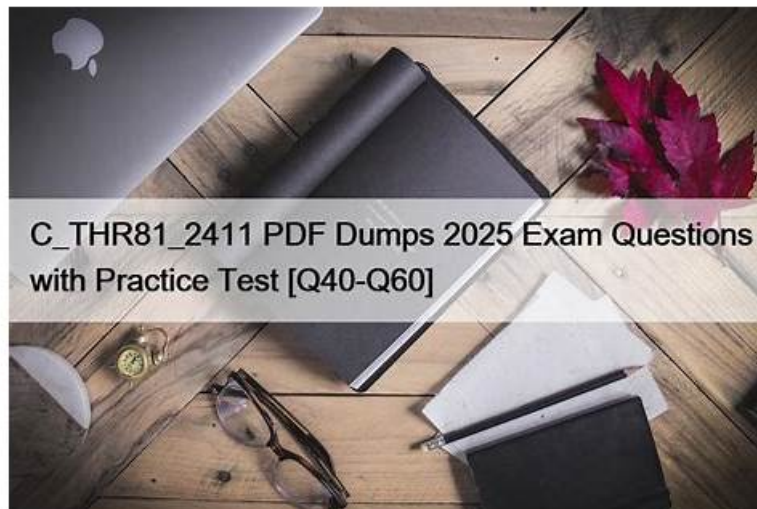


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### SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 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 Sample Questions (Q73-Q78):

### NEW QUESTION # 73

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

**Answer: B**

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.

\* C: Job Information Model

### NEW QUESTION # 74

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Address1
- B. Location
- C. City
- **D. Country**

**Answer: D**

### NEW QUESTION # 75

Which condition must be used for the jobinfo\_FTE\_Comp rule?

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Which condition must be used for the JobInfo\_FTE\_Comp rule?

Diagram showing four options for the JobInfo\_FTE\_Comp rule condition:

- Option A: **and** (Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value) (Job Information Model.Event Reason.Value is equal to New Hire (H:NEW)) (Job Information Model.Event Reason.Value is equal to Rehire (REHREH))
- Option B: **and** (Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value) (Job Information Model.Event Reason.Value is not equal to New Hire (H:NEW)) (Job Information Model.Event Reason.Value is not equal to Rehire (REHREH))
- Option C: **and** (Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value) (Job Information Model.Event Reason.Value.Event is equal to Hire (H, 2289)) (Job Information Model.Event Reason.Value.Event is equal to Rehire (R, 2301))
- Option D: **and** (Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value) (Job Information Model.Event Reason.Value.Event is not equal to Hire (H, 2289)) (Job Information Model.Event Reason.Value.Event is not equal to Rehire (R, 2301))

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

**Answer: C**

Explanation:

For the JobInfo\_FTE\_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.

The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

## NEW QUESTION # 76

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being understaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- **C. The target FTE is checked to prevent the position from being overstaffed.**
- D. The standard hours are checked to prevent the position from being understaffed.





**Answer: C**

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

### NEW QUESTION # 77

Which condition must be used for the Jobinf\_FTE\_Comp rule?

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

Answer: C

### NEW QUESTION # 78

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