

Quiz 2026 SAP C_THR81_2411 Latest Valid Test Topics



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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">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">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 4	<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.
Topic 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q49-Q54):

NEW QUESTION # 49

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The Parent Position field should NOT be included in the business rule.
- C. The workflow configuration should NOT be included in the business rule.
- D. The Company field should NOT be included in the business rule.

Answer: A,B

Explanation:

* C. The Parent Position field should NOT be included in the business rule:

* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 50

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Role-Manager - Source
*By selecting in Step 2: Role - Manager - Target
- B. By selecting in Step 1: Role - Self-Source
*By selecting in Step 2. Role- Manager - Target
- C. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
*By selecting in Step 2: Position Relationship - Parent Position - Target
- D. By selecting in Step 1: Role - Manager - Source
*By selecting in Step 2. Role-Manager Manager - Target

Answer: A

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

* Step 1: Role - Manager - Source (current manager of the employee).

* Step 2: Role - Manager - Target (future manager of the employee). This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 51

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-field id="cost-center"> then add filter="true"
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <custom-filters> then add cost-center
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

* Navigate to the <dg-filters> section within the Succession Data Model.

* Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

NEW QUESTION # 52

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- C. Create permission groups for each legal entity and assign them to the HR admin role.
- D. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group

Answer: D

NEW QUESTION # 53

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a composite association to the Legal Entity object
- B. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- C. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- D. As a generic object with a Valid When association to the Legal Entity object

Answer: B

NEW QUESTION # 54

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