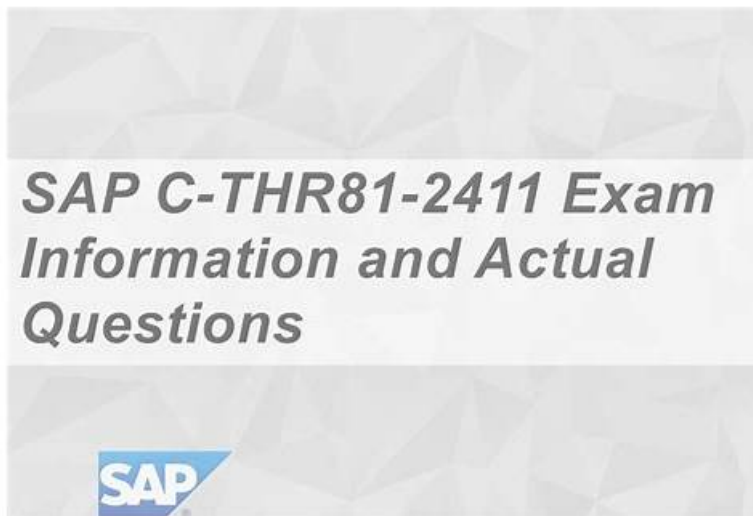


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SAP C_THR81_2411 Exam Syllabus Topics:

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">• 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">• 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">• 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 (Q40-Q45):

NEW QUESTION # 40

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. User Id
- B. Username
- C. Personal Id External
- D. Event Date

Answer: C,D

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

- * B. Event Date
- * This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

- * D. Person Id External

* The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

- * A. Username
- * The username is associated with system login credentials and is not a required field for importing personal information.
- * C. User Id
- * The user-id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 41

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

The screenshot shows the configuration for the 'Employee Transfer Workflow (WF_Employee_Transfer)'. The workflow ID is 'WF_Employee_Transfer' and the name is 'Employee Transfer Workflow'. The description is 'Employee Transfer Workflow'. The 'Remind In Days' field is set to 'No'. The 'Is Delegate Supported' field is set to 'No'. The 'Alternate Workflow' is set to 'New Hire Workflow (CC_XX_NEWHIRE_WF)'. The 'Redirect CC Users To Workflow Approval Page' field is set to 'No'. The 'Simulation' field is set to 'No'. The question asks: 'What is the expected behavior of this workflow?'. The SAP logo and 'examsreviews.com' watermark are visible.

What is the expected behavior of this workflow?

- A. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

- B. The alternate workflow is used when there is a future-dated record entered for the employee.
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. An approver can automatically reroute this request to another employee during vacation.

Answer: B

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.

This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 42

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Location; Assigned to Timezone field as onChange
- C. Base Object: Job Information; Assigned to Location field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

Answer: C

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

* Base Object: Job Information

* Trigger Event: Assigned to the Location field with the event set to onChange. This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 43

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

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

Answer: A

NEW QUESTION # 44

Which HRIS elements share the same People Profile block?

Note: There are 2 correct answers to this question.

- A. personalinfo and globalinfo
- B. jobinfo and organizationInfo
- C. compInfo and payComponentRecurring
- D. personInfo and globalinfo

Answer: A,C

NEW QUESTION # 45

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