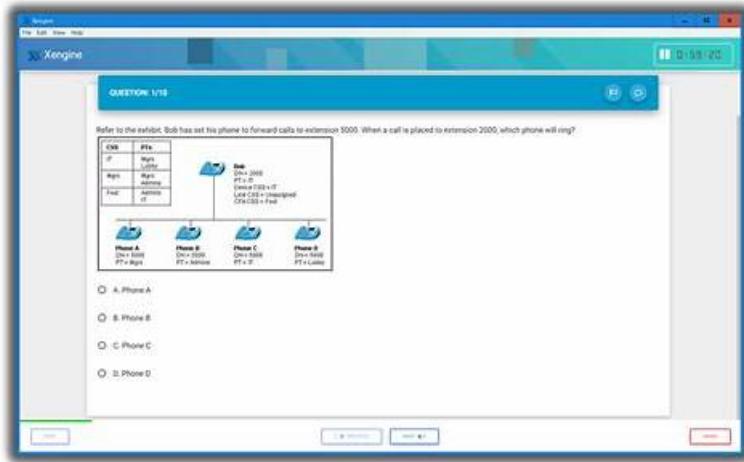


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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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">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 (Q13-Q18):

NEW QUESTION # 13

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

Answer: C

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 # 14

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. ERD-Catch, ERD1, ERD2, ERD3, WFD
- D. **ERD1, ERD2, ERD3, ERD-Catch, WFD**

Answer: D

Explanation:

The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:

- * ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.
- * ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.
- * WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.

Scenario 1: HR Transaction Rules

NEW QUESTION # 15

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.



The screenshot shows the SAP Workflow Configuration interface. At the top, there are fields for 'Workflow ID' (Click or Enter to edit), 'Name' (Click or Enter to edit), and 'Description'. Below this, a section titled 'Future Dated Alternate Workflow' has a dropdown menu set to 'None Selection'. The main area is titled 'Step 1' and contains several configuration options: 'Approver Type' (dropdown), 'Approver Name' (dropdown), 'Role Transformer' (dropdown), 'Relationship to Approver' (dropdown), 'Not Approve Behavior' (dropdown), and 'Respect Permissions' (checkbox). Below these, there are sections for 'Workflow Contributor' and 'CC Role', each with 'Contributor' (dropdown), 'Relationship to Approver' (dropdown), 'Contact' (dropdown), 'Request Permission' (checkbox), and 'Email Template Group' (dropdown).

- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: A

NEW QUESTION # 16

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > View History
- B. Job Information Actions > Correct
- C. Edit Link > Edit/Insert
- D. Job Information Actions > Edit/Insert

Answer: B

Explanation:

* Job Information Actions > Correct permission controls the Edit button in the Job Information history.

* This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 17

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

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

Answer: A

NEW QUESTION # 18

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