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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 (Q79-Q84):

NEW QUESTION # 79

Which condition must be used for the jobinfo_FTE_Comp rule?

The screenshot shows a SAP SuccessFactors Employee Central Core sample question (Q79) with three conditional logic options:

- Option A:**
 - Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value
 - and
 - Job Information Model.Event Reason.Value is equal to New Hire (HRNEW)
 - Job Information Model.Event Reason.Value is equal to Relire (REHIRE)
- Option B:**
 - Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value
 - and
 - Job Information Model.Event Reason.Value is not equal to New hire (HRNEW)
 - Job Information Model.Event Reason.Value is not equal to Relire (REHIRE)
- Option C:**
 - Job Information Model.FTE.Value not equal to Job Information Model.FTE.Previous Value
 - and
 - Job Information Model.Event Reason.Value Event is equal to Hire (H_2200)
 - Job Information Model.Event Reason.Value Event is equal to Relire (R_2301)

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

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 # 80

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Employment Details
- C. Addresses
- D. Job Relationships

Answer: A,B

Explanation:

The &&NO_OVERWRITE&& operator is supported in imports for:

- * A. Job History
- * This ensures that existing job history records are not overwritten during imports.
- * D. Employment Details
- * Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 81

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Condition
- B. By association, using the countryOfRegistration.code in the Source Filter Criteria
- C. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- D. By association, using the 3-letter ISO code of the country in the Condition Values

Answer: A,C**NEW QUESTION # 82**

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

Answer: B

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

- * Create a Dynamic Role using the Legal Entity filter.
- * Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 83

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Workflow Groups
- B. Manage Permission Groups
- C. Manage Dynamic Roles
- D. Manage Workflow Requests

Answer: A

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

- * A. Manage Permission Groups
 - * This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.
- * B. Manage Dynamic Roles
 - * Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.
- * C. Manage Workflow Requests
 - * This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

NEW QUESTION # 84

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