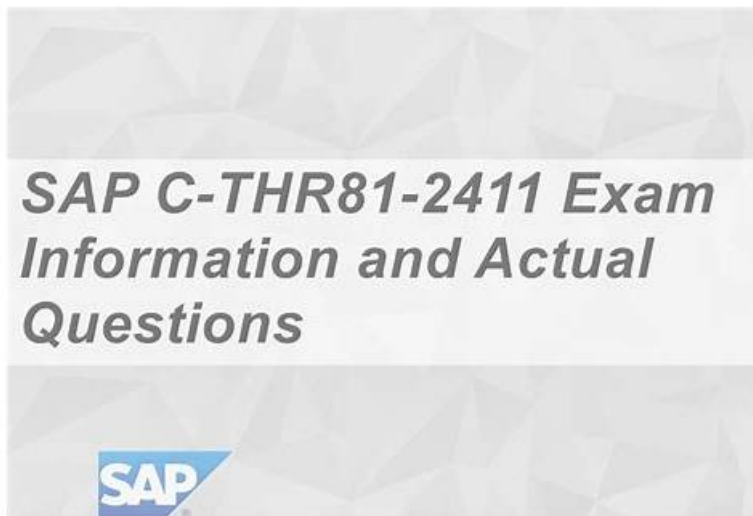


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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q33-Q38):

NEW QUESTION # 33

Which condition must be used for the jobinfo_FTE_Comp rule?

Scenario 1: HR Transaction Rules

4 of 10

Which condition must be used for the jobinfo_FTE_Comp rule?

☐ ☒ If

and

- Job Information Model.FTE.Value = Job Information Model.FTE.Previous Value
- Job Information Model.Event Reason.Value is equal to New Hire (HIRNEW)
- Job Information Model.Event Reason.Value is equal to Rehire (REHREH)

☐ ☒ If

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 (HIRNEW)
- Job Information Model.Event Reason.Value is not equal to Rehire (REHREH)

☐ ☒ If

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)

☒ ☐ If

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_Comprule, 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 # 34

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models?

Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="company">
- B. <association> as part of <hris-element id="location">
- C. <field-criteria> as part of <hris-field="location">
- D. <association> as part of <hris-element id="jobInfo">

Answer: B,C

NEW QUESTION # 35

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Employment Details
- B. Pay Component Recurring
- C. Job Relationship Info
- D. Job Information

Answer: A,D

NEW QUESTION # 36

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- A. Dynamic Group
- B. Role
- C. Dynamic Role
- D. Manager

Answer: C

NEW QUESTION # 37

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Hire
- B. Transfer
- C. Data change
- D. Termination

Answer: A,D

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

* Termination: This event is typically manually configured without automatic derivation of event reasons.

* Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

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