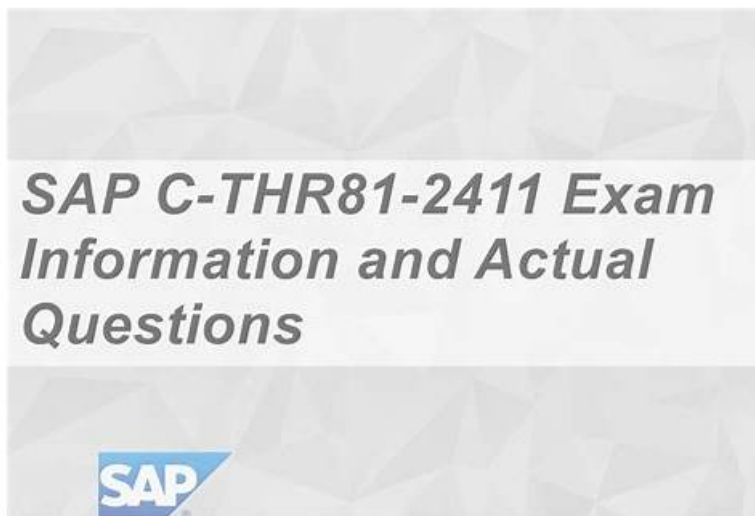


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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q12-Q17):

NEW QUESTION # 12

An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?



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

Answer: D

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 13

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

Answer: C

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 # 14

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay range
- B. Location
- C. Pay Calendar
- D. Event reason
- E. Cost center

Answer: A,B,D

NEW QUESTION # 15

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question.

- A. Location to Geozone
- B. Location to Legal Entity
- C. Pay Range to Legal Entity
- D. Department to Division

Answer: A,C

Explanation:

Standard one-to-one associations link objects in a parent-child relationship, where each instance of the parent object is associated with one instance of the child object. Examples include:

* Location to Geozone: A location belongs to one specific geozone.

* Pay Range to Legal Entity: A pay range is tied to a single legal entity.

Location to Legal Entity and Department to Division are examples of one-to-many associations.

NEW QUESTION # 16

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- B. Set the IF statement to Always True and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: B

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

* Set the IF statement to Always True: This ensures the rule is triggered every time.

* Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

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