

# **C-THR81-2411 Exam Questions Answers - C-THR81-2411 Valid Test Experience**



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## **SAP C-THR81-2411 Exam Syllabus Topics:**

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q45-Q50):

### NEW QUESTION # 45

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. No edit
- B. Edit with Route Change**
- C. Edit Attachment Only
- D. Edit without Route Change

### Answer: B

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change. This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

### NEW QUESTION # 46

Which rule can effectively catch all unspecified events in a transaction?

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

### Answer: A

Explanation:

The rule inOption B effectively captures all unspecified events in a transaction because:

\* It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

\* This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

#### NEW QUESTION # 47

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions from Manage Positions
- B. To restrict access at the field level when creating positions
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access to create lower-level positions from the Position Org Chart

Answer: C,D

#### NEW QUESTION # 48

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.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question



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

Answer: A

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

\* Approver Type: Manager

\* Approver Role: Manager

\* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

\* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 49

How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to From Parent.
- B. The system validates if the destination object has effective dating set to None.
- C. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- D. The system validates if the destination object has effective dating set to Basic.

Answer: A

### Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

## NEW QUESTION # 50

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