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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q19-Q24):

NEW QUESTION # 19

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service?
Note: There are 2 correct answers to this question.

- A. Set the externalCode field to Data Type = User.
- B. Set the externalName field to Data Type = User.
- C. Create a Valid When association for the object.
- D. Create one configuration UI for the object.

Answer: A,D

Explanation:
To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:
* C. Create one configuration UI for the object.
* A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.
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* D. Set the externalCode field to Data Type = User.
* The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.
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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:
* A. Set the externalName field to Data Type = User.
* The externalName field typically holds descriptive information and does not need to be set to the
'User' data type for ESS functionality.
* B. Create a Valid When association for the object.
* While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 20

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 to create lower-level positions from the Position Org Chart

- C. To restrict access at the field level when creating positions
- D. To restrict access to create positions based on the granted user's target population

Answer: B,D

Explanation:
The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:
* A. To restrict access to create positions based on the granted user's target population:
* This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.
* C. To restrict access to create lower-level positions from the Position Org Chart:
* This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 21
Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Updating Job Information with the same effective date
- C. Rehiring an inactive employee
- D. Terminating an employee

Answer: D

NEW QUESTION # 22
The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. The manager's approver context is set to Source
- B. The manager has transactions pending approval permission for Personal Information.
- C. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- D. In the workflow, Respect Permissions was set to No for the notification line to the manager.

Answer: D

Explanation:
When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 23
How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

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

Answer: A

NEW QUESTION # 24
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