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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q75-Q80):

NEW QUESTION # 75

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 # 76

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the external_code of an event.
- B. Add a new language translation.**
- C. Add a new event.
- D. Change the status.**
- E. Change the labels.**

Answer: B,D,E

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

- * A. Add a new language translation
- * New language translations can be added for events and event reasons to support multilingual organizations.
- * B. Change the status
- * You can activate or deactivate events based on organizational needs.
- * D. Change the labels
- * Labels for events can be modified for better understanding and alignment with organizational terminology.
- C: Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 77

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Compensation Model
- B. Compensation Information Model
- C. Non Recurring Pay Component Model
- D. Job Information Model

Answer: D

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

* This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

* As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 78

Which of the following are examples of standard one-to-one associations?

Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 79

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

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

Answer: A,B

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

* Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

* Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

- * C: Employment Details
- * D: Job Information

NEW QUESTION # 80

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