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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">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	<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.
Topic 4	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q42-Q47):

NEW QUESTION # 42

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. is-target
- B. **pay-date**
- C. frequency
- D. value
- E. pay-component-code

Answer: B,D,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- * A. value
- * This field captures the monetary amount of the non-recurring payment.
- * B. pay-component-code
- * This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- * C. pay-date
- * This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 43

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. **[[SUBJECT_USER]]**
- B. **[[HRIS_ELEMENT]]**
- C. **[[RECIPIENT_NAME]]**
- D. **[[EVENT_REASON]]**

Answer: A,D

NEW QUESTION # 44

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built as one-to-one.
- B. All custom associations should be built between an XML FO and another XML FO.
- C. **All custom associations should be built as one-to-many.**
- D. All custom associations should be built between an MDF FO and another MDF FO.

Answer: C

NEW QUESTION # 45

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.
- B. Update the condition and condition values of the association.
- C. Create a new generic object.
- D. Update the field criteria of the association.
- E. Create a composite association on the new generic object to Legal Entity.

Answer: A,C,D

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

- * Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.
- * Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.
- * Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 46

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Higher level object
- C. Composite association - Child object
- D. Valid When association - Lower level object

Answer: B,C

Explanation:

Valid When Association:

- * This is used to define conditional relationships and is applied to higher-level objects.

Composite Association:

- * This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 47

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