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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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	• 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	• 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	• 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	• 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 (Q71-Q76):

NEW QUESTION # 71

Which object requires entity-type to be configured in HRIS sync mapping?

- A. jobinfo
- B. personInfo
- C. phoneInfo
- D. compInfo

Answer: C

NEW QUESTION # 72

How is the event reason derived when a business rule is enabled for import?

- A. The onSave ERD rule overrides the event reason value indicated in the import file.
- B. The event reason indicated in the import overrides the onSave ERD rule.
- C. The event reason is derived using the catch-all rule.
- D. The event reason must be selected manually.

Answer: B

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file

takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

- * A. The event reason is derived using the catch-all rule.
- * This is incorrect because the event reason in the import file overrides other rules.
- * B. The event reason must be selected manually.
- * This is not applicable during the import process, as the event reason is provided in the import file.
- * D. The onSave ERD rule overrides the event reason value indicated in the import file.
- * This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 73

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- B. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- C. Define a specific transition period for a group of positions
- D. Respect workflow at Copy Position in Position Organizational Chart
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: A,D,E

NEW QUESTION # 74

Which action will trigger a system validation for an in-progress workflow?

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

Answer: D

NEW QUESTION # 75

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

- * [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.
- * [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

- * A: [[SUBJECT_USER]]
- * B: [[EVENT_REASON]]

NEW QUESTION # 76

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