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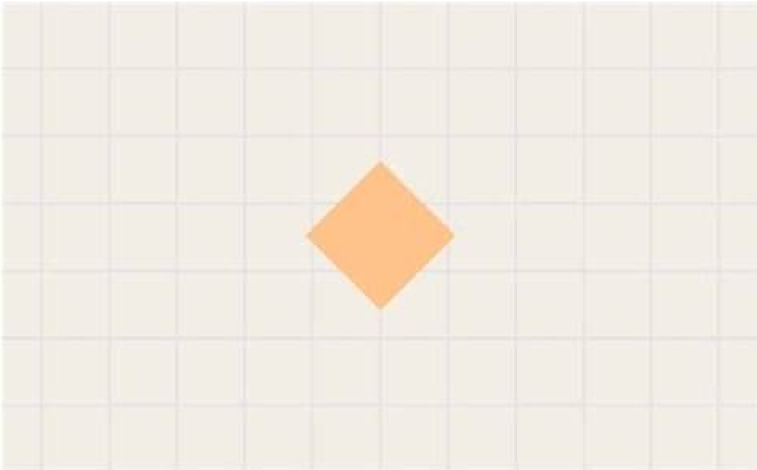

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SAP C-THR81-2411 Exam Syllabus Topics:

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	• 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 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	• 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 5	• 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.

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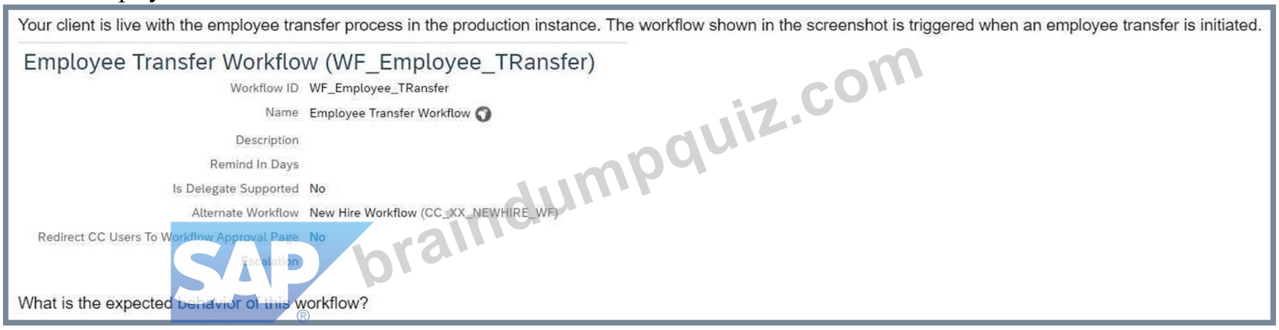
SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q37-Q42):

NEW QUESTION # 37
Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.



What is the expected behavior of this workflow?

- A. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow toWF_Employee_Transfer.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. The alternate workflow is used when there is a future-dated record entered for the employee.

Answer: D

Explanation:
In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:
* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 38
How is the event reason derived when a business rule is enabled for import?

- A. The event reason must be selected manually.
- 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 onSave ERD rule overrides the event reason value indicated in the import file.

Answer: B

NEW QUESTION # 39
Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Position Management Settings > Hierarchy Adaptation

- B. In Configure Object Definitions > Position
- C. In Position Management Settings > UI Customizing
- D. In Manage Business Configuration > jobInfo

Answer: C

NEW QUESTION # 40
Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. A user can have only one user id.
- B. A user can have only one person id external.
- C. Once generated, you CANNOT change a person id external.
- D. Once generated, you CANNOT change a user id.
- E. A user can have multiple user ids.

Answer: B,D,E

NEW QUESTION # 41
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
  *By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  *By selecting in Step 2: Position Relationship - Parent Position - Target
- C. By selecting in Step 1: Role - Manager - Source
  *By selecting in Slep 2. Role-Manager Manager - Target
- D. By selecting in Step 1. Role-Manager - Source
  *By selecting in Step 2: Role - Manager - Target

Answer: D

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
* Step 1: Role - Manager - Source (current manager of the employee).
* Step 2: Role - Manager - Target (future manager of the employee).This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 42
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