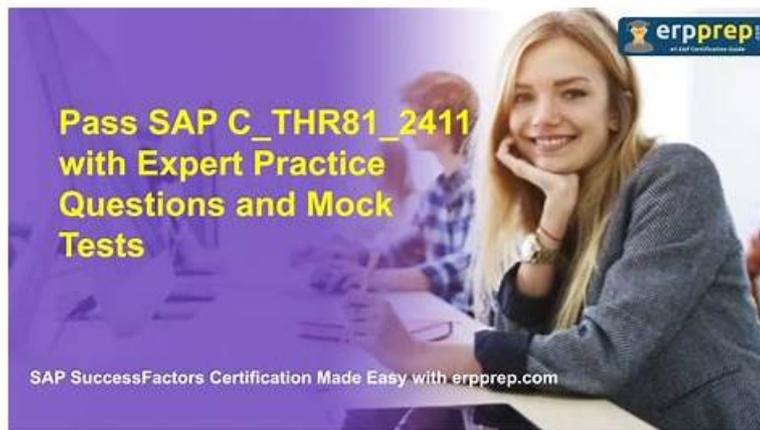


Quiz SAP - C-THR81-2411–Professional Hot Questions



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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"> 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	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q12-Q17):

NEW QUESTION # 12

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create permission groups for each legal entity and assign them to the HR admin role.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: A

NEW QUESTION # 13

Which condition must be used for the Jobinf_FTE_Comp rule?

- A. 
- B. 
- C. 
- D. 

Answer: D

NEW QUESTION # 14

The HR admin has to change the salary of an employee. Which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?



- A. Respect Permission
- **B. Edit Transaction**
- C. No Approver Behavior
- D. Context

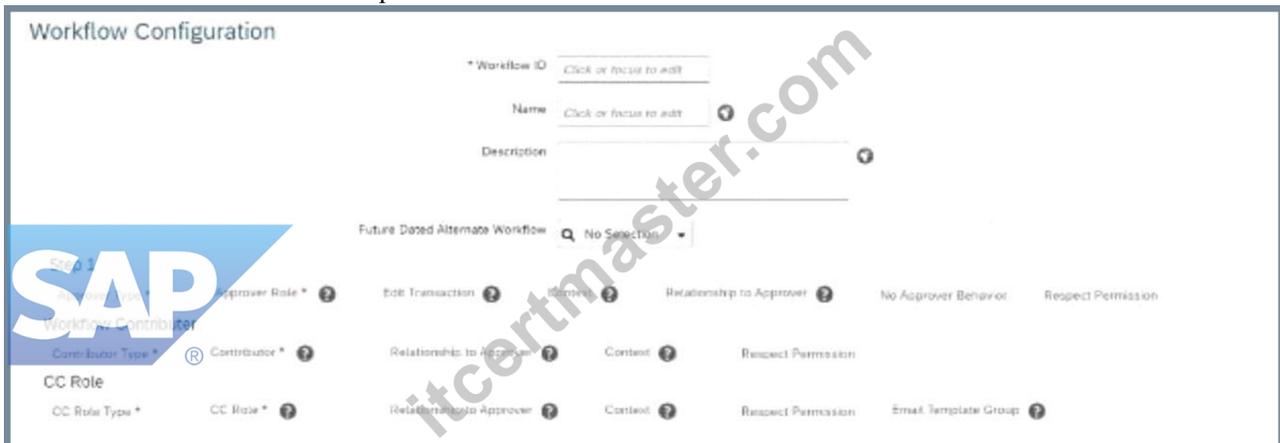
Answer: B

NEW QUESTION # 15

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question



- A. Respect Permission
- **B. Edit Transaction**
- C. No Approver Behavior
- D. Context

Answer: B

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 16

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Biographical Information
- **B. Job Information**
- C. Compensation Information
- D. Personal Information

Answer: B

NEW QUESTION # 17

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