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## SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q36-Q41):

### NEW QUESTION # 36

Which rule can effectively catch all unspecified events in a transaction?

Scenario 1: HR Transaction Rules

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Which rule can effectively catch all unspecified events in a transaction?

☐ A If  
Job Information Model Event Reason Value is equal to Null  
Then  
☐

☒ B If  
Job Information Model Event Reason Value is equal to Null  
Then  
Set Job Information Model Event Reason Value to Data Change (DATACHG)  
This rule is always true. To add an explicit filter, please uncheck the Always True checkbox.

☐ C If  
Job Information Model Event Reason Value is not equal to Null  
Then  
Set Job Information Model Event Reason Value to be equal to Data Change (DATACHG)

☐ D If  
Job Information Model Event Reason Value is not equal to Null  
Then  
Set Job Information Model Event Reason Value to be equal to Data Change (DATACHG)

- A. Option A
- **B. Option B**
- C. Option C
- D. Option D

**Answer: B**

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

\* It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

\* This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 37

Which object supports &&NO\_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- **A. Employment Details**
- B. Job Relationships
- C. Addresses
- **D. Job History**

**Answer: A,D**

Explanation:

The &&NO\_OVERWRITE&& operator is supported in imports for:

\* A. Job History

\* This ensures that existing job history records are not overwritten during imports.

\* D. Employment Details

\* Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO\_OVERWRITE&& operator.

### NEW QUESTION # 38

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate MDF FO field labels
- B. To translate XML and MDF FO field labels
- C. To translate XML FO field labels
- D. To translate any generic object field labels in the instance

Answer: A

### NEW QUESTION # 39

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. Change the status.
- C. Add a new language translation.
- D. Add a new event.
- E. Change the labels.

Answer: B,C,E

### NEW QUESTION # 40

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to Always True and set the THEN statement as blank.

Answer: D

### NEW QUESTION # 41

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