

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Study Training Dumps Grasp the Core Knowledge of C_THR81_2411 Exam - ActualTestsIT



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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	• 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	• 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 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	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 (Q12-Q17):

NEW QUESTION # 12

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

NEW QUESTION # 13

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

Answer: A,C,E

NEW QUESTION # 14

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Create Right to Return for Incumbent
- B. Derive Job Requisition Template in Recruiting Integration

- C. Trigger Rules for Off Cycle Event Batch
- D. Update Rule for Mass Change Run
- E. Trigger Rules to Calculate Full-Time Equivalent

Answer: A,D,E

Explanation:

Application-specific rule scenarios in Position Management include:

- * A. Create Right to Return for Incumbent:
* This rule supports the creation of a right-to-return record for an incumbent when a position- related action occurs, such as a temporary assignment.
 - * B. Update Rule for Mass Change Run:
* This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.
 - * C. Trigger Rules to Calculate Full-Time Equivalent:
* This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.
- These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 15

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

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

Answer: B

NEW QUESTION # 16

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 alternate workflow is used when there is a future-dated record entered for the employee.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- D. An approver can automatically reroute this request to another employee during vacation.

Answer: B

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 # 17

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