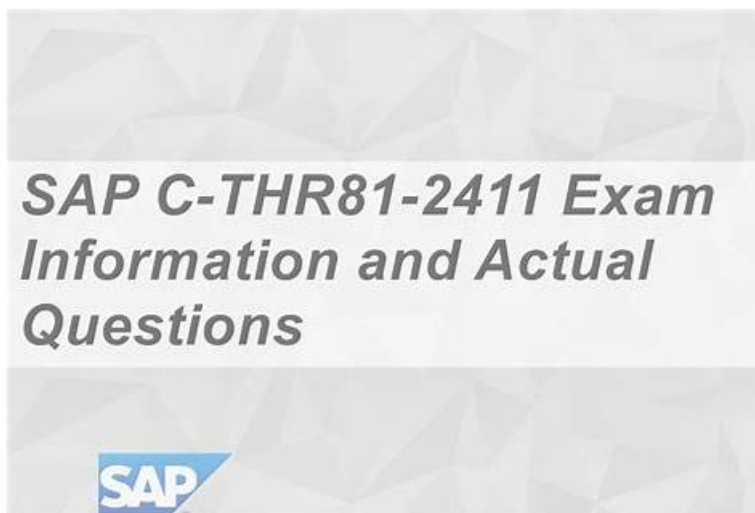# Test C_THR81_2411 Answers, New C_THR81_2411 Exam Name

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SAP C_THR81_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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 (Q37-Q42):

NEW QUESTION # 37
Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: C

Explanation:
For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.
The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.
Scenario 1: HR Transaction Rules
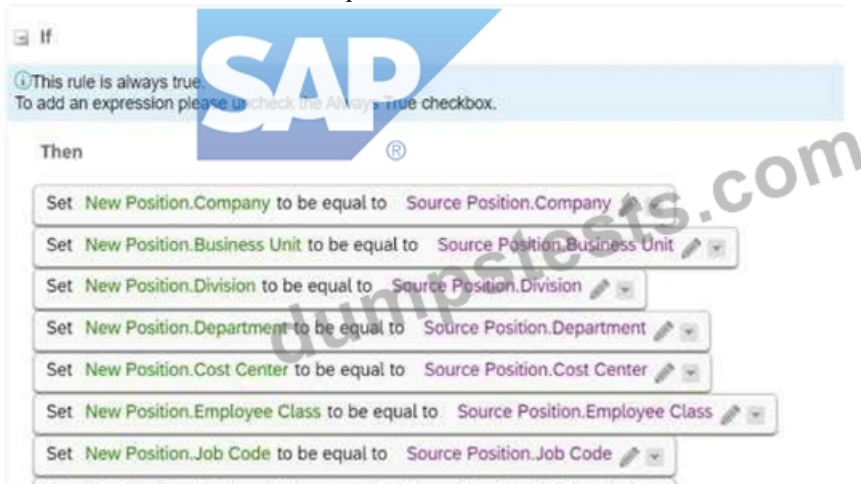
NEW QUESTION # 38

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay range
- B. Pay Calendar
- C. Cost center
- D. Event reason
- E. Location

Answer: A,D,E

NEW QUESTION # 39

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The workflow configuration should NOT be included in the business rule.
- C. The Company field should NOT be included in the business rule.
- D. The Parent Position field should NOT be included in the business rule.

Answer: A,D

NEW QUESTION # 40

Which of the following are examples of standard one-to-one associations?
Note: There are 2 correct answers to this question.

- A. Department to Division
- B. Location to Legal Entity
- C. Location to Geozone
- D. Pay Range to Legal Entity

Answer: C,D

NEW QUESTION # 41

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Rules for Hire/Rehire
- B. Trigger Workflows
- C. Save Changes to Foundation Objects
- D. Trigger Rules to Display Internal Job History

Answer: A,B

Explanation:
In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:
* A. Trigger Workflows
* Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
* C. Trigger Rules for Hire/Rehire
* During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.
Options B and D are not typically associated with model base objects in business rules:
* B. Trigger Rules to Display Internal Job History
* Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
* D. Save Changes to Foundation Objects
* While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 42

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