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SAP C-THR81-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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	<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"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q56-Q61):

NEW QUESTION # 56

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

Scenario 2: Approvals for Self-Service

2 of 10

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

☐ ① This rule is always true.
To add an expression please uncheck the Always True checkbox.

☐ Personal Information Model.Event Date.Value is equal to Today()

☒ Context.Current User is equal to Login User()

☐ Context.Current User is not equal to Null

SAP

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

Answer: D

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.

* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 57

A customer needs to create a custom field that appears only for legal entity France.
How do you create the required field?

- A. Create a field in the Legal Entity France object in Configure Object Definition.
- B. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- **C. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.**
- D. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.

Answer: C

NEW QUESTION # 58

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

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

Answer: C

NEW QUESTION # 59

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an XML FO and another XML FO.
- B. All custom associations should be built between an MDF FO and another MDF FO.
- **C. All custom associations should be built as one-to-many.**
- D. All custom associations should be built as one-to-one.

Answer: C

NEW QUESTION # 60

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 dynamic groups per each legal entity and add the necessary approver steps.
- **B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- 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: B

NEW QUESTION # 61

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