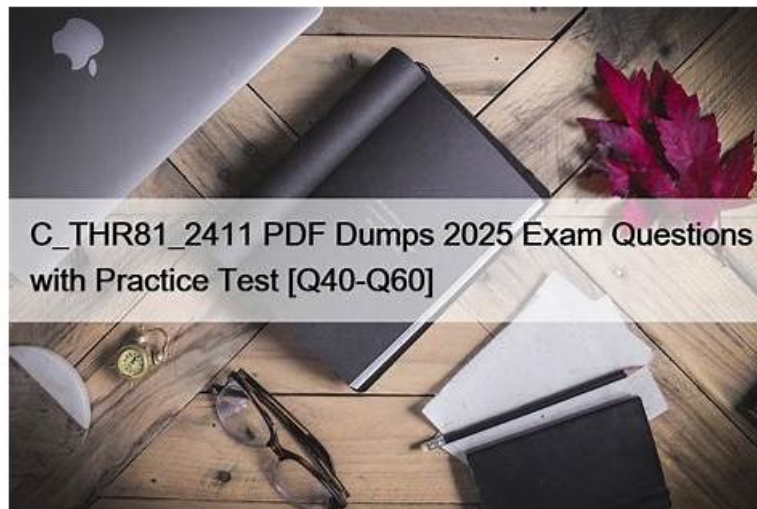


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SAP C-THR81-2411 Exam Syllabus Topics:

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	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 3	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	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 5	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?

Note: There are 3 correct answers to this question.

- A. Set the Position Code field as read-only in the Position Object Definition
- B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- C. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules

Answer: A,B,C

Explanation:

To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:

* B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:

* This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.

* C. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:

* Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.

* E. Set the Position Code field as read-only in the Position Object Definition:

* Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system. These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 47

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Lower level object
- B. Composite association - Child object
- C. Valid When association - Higher level object
- D. Composite association - Parent object

Answer: B,C

Explanation:

Valid When Association:

* This is used to define conditional relationships and is applied to higher-level objects.

Composite Association:

* This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 48

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

- A. All custom associations should be built between an MDF FO and another MDF FO.
- B. All custom associations should be built between an XML FO and another XML 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

Explanation:

SAP SuccessFactors recommends that all custom associations between foundation objects (FO) be built as one-to-many. This configuration reflects real-world organizational structures where a single entity, such as a department, can be associated with multiple positions or employees. Implementing one-to-many associations ensures flexibility and scalability in the system, allowing for accurate representation of complex organizational relationships.

NEW QUESTION # 49

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- **C. Customers can grant access to the dashboard to partners.**
- **D. It can be accessed by using SAP For Me.**

Answer: C,D

NEW QUESTION # 50

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. is-target
- **B. value**
- C. frequency
- **D. pay-date**
- **E. pay-component-code**

Answer: B,D,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- * A. value
- * This field captures the monetary amount of the non-recurring payment.
- * B. pay-component-code
- * This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- * C. pay-date
- * This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 51

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