

SAP

C_THR81_2405

Certified Associate - Implementation Consultant - SAP SuccessFactors Employee Central Core

For More Information – Visit link below:

<https://www.examsempire.com/>

Product Version

- 1. Up to Date products, reliable and verified.**
- 2. Questions and Answers in PDF Format.**



<https://examsempire.com/>

Latest Version: 7.2

Managing Clean Core

Question: 1

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish regular housekeeping tasks and procedures.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: B, C, E

Managing Clean Core

Question: 2

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. SOAP
- D. OData

Answer: A, D

Managing Clean Core

Question: 3

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Business Accelerator Hub
- C. SAP Integration Suite

Answer: B

Managing Clean Core

Question: 4

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. It can be accessed by using SAP For Me.
- C. Customers can grant access to the dashboard to partners.
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: B, D

Topic: 2

Position Management

Question: 5

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- B. Create a job requisition for a vacant position
- C. Nominate a successor for a position
- D. Mass copy positions
- E. Add a lower-level position

Answer: B, D, E

Position Management

Question: 6

Which of the following processes in Position Management are controlled from Position Management Settings? Note: There are 3 correct answers to this question.

- A. To Be Hired Status Adaptation
- B. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- C. Follow Up Activity in Position
- D. Move Position with Supervisor on Job Information change
- E. Automated Daily Hierarchy Adaptation

Answer: A, B, D

Position Management

Question: 7

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.

The screenshot shows a business rule definition window titled "If". A message at the top states: "This rule is always true. To add an expression please uncheck the Always True checkbox." Below this, under the "Then" section, there is a list of 15 "Set" actions, each mapping a field from "New Position" to a value from "Source Position" or a data change. The actions are:

- Set New Position.Company to be equal to Source Position.Company
- Set New Position.Business Unit to be equal to Source Position.Business Unit
- Set New Position.Division to be equal to Source Position.Division
- Set New Position.Department to be equal to Source Position.Department
- Set New Position.Cost Center to be equal to Source Position.Cost Center
- Set New Position.Employee Class to be equal to Source Position.Employee Class
- Set New Position.Job Code to be equal to Source Position.Job Code
- Set New Position.Job Level to be equal to Source Position.Job Level
- Set New Position.Location to be equal to Source Position.Location
- Set New Position.Pay Grade to be equal to Source Position.Pay Grade
- Set New Position.Regular/Temporary to be equal to Source Position.Regular/Temporary
- Set New Position.FTE to be equal to Source Position.FTE
- Set New Position.Incentive Plan to be equal to Source Position.Incentive Plan
- Set New Position.Parent Position to be equal to Source Position.Parent Position
- Set New Position.wfConfig to be equal to Data Change(DTACHNG)

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

Answer: A, D

Position Management

Question: 8

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- D. The target FTE is checked to prevent the position from being understaffed.

Answer: D

HR Transaction Rules

Question: 9

Your customer would like to automate its company's HR transactions. This includes auto-populating fields to reduce data entry errors and automating approvals during self-service transactions. You are asked to create the following rules based on your customer's requirements:

- Three event reason derivation rules (ERD1, ERD2, ERD3)
- A separate catch-all event reason derivation rule (ERD-Catch)
- A workflow derivation rule based on event reasons (WFD)
- A rule to auto-populate the Job Title, Pay Grade, and Employee Class field values in the Job Information whenever the job code is changed (Default_JobClass)
- A rule to use AddressChange workflow for any address change requests (WFD_Address)
- A cross-entity rule to auto-calculate

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD1, ERD2, ERD3, WFD, ERD-Catch
- C. ERD-Catch, ERD1, ERD2, ERD3, WFD
- D. ERD1, ERD2, ERD3, ERD-Catch, WFD

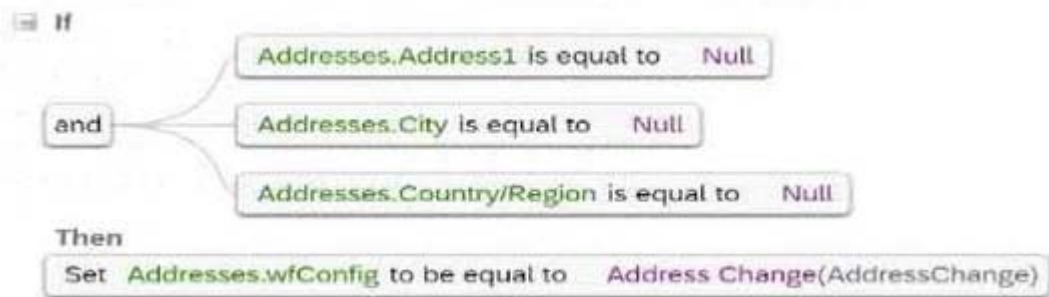
Answer: D

HR Transaction Rules

Question: 10

Which clause meets the WFD_Address rule requirement?

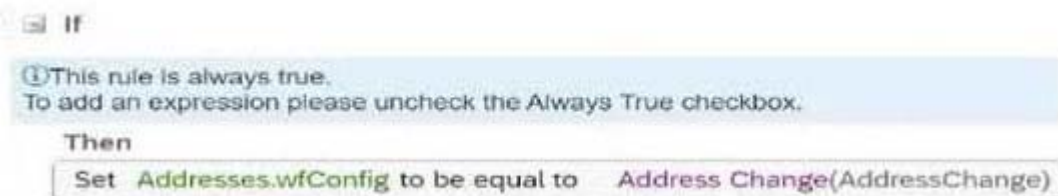
- A.



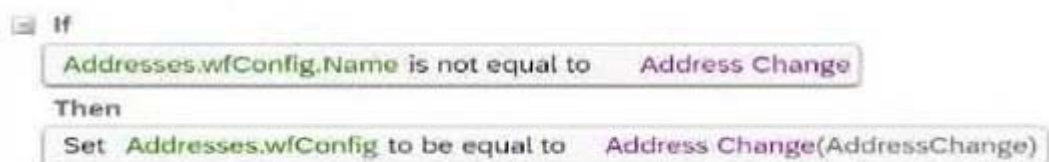
B.



C.



D.



Answer: C

Thank You for Trying Our Product

Special 16 USD Discount Coupon: NSZUBG3X

Email: support@examsempire.com

**Check our Customer Testimonials and ratings
available on every product page.**

Visit our website.

<https://examsempire.com/>