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**Exam** : **C\_THR81\_2411**

**Title** : SAP Certified Associate -  
Implementation Consultant -  
SAP SuccessFactors Employee  
Central Core

**Vendor** : SAP

**Version** : DEMO

**NO.1** Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A.** Once generated, you CANNOT change a user id.
- B.** A user can have only one user id.
- C.** Once generated, you CANNOT change a person id external.
- D.** A user can have multiple user ids.
- E.** A user can have only one person id external.

**Answer:** A D E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

- \* A. Once generated, you CANNOT change a user id.
  - \* The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.
  - \* D. A user can have multiple user ids.
  - \* An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.
  - \* E. A user can have only one person id external.
  - \* The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.
- Options B and C are incorrect:
- \* B. A user can have only one user id.
  - \* This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.
  - \* C. Once generated, you CANNOT change a person id external.
  - \* This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

**NO.2** Which action in the THEN statement is used for propagation?

- A.** Execute
- B.** Raise
- C.** Set
- D.** Create

**Answer:** C

**NO.3** In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A.** Job Information
- B.** Personal Information
- C.** Biographical Information
- D.** Compensation Information

**Answer:** A

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

- \* The Job Information section contains employment-specific details and is the primary place where

workflows for hiring processes are configured.

\* This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

**NO.4** Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onChange rules
- B. onInit rules
- C. onSave rules
- D. onView rules

**Answer:** A C

Explanation:

Rule contexts in SAPSuccessFactors Employee Central can be applied in the following scenarios:

\* A. onChange rules

\* These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

\* C. onSave rules

\* These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

**NO.5** Which action will trigger a system validation for an in-progress workflow?

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

**Answer:** D

**NO.6** In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Address Information
- B. Job Information
- C. Pay Component Recurring
- D. Personal Information

**Answer:** B C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

\* Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

\* Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

**NO.7** The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit without Route Change
- B. Edit Attachment Only
- C. No edit
- D. Edit with Route Change

**Answer:** D

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change. This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

**NO.8** How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

**Answer:** C

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

- \* A. The event reason is derived using the catch-all rule.
- \* This is incorrect because the event reason in the import file overrides other rules.
- \* B. The event reason must be selected manually.
- \* This is not applicable during the import process, as the event reason is provided in the import file.
- \* D. The onSave ERD rule overrides the event reason value indicated in the import file.
- \* This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

**NO.9** Which of the following can you use to explore released APIs?

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

**Answer:** C

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

- \* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
- \* The hub is designed for simplifying API access and ensuring integration consistency in SAP

environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.