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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Employee Central Core: This section of the exam measures the skills of HRIS Analysts and covers the essential components of the SAP SuccessFactors Employee Central Core module. It assesses the ability to configure foundational system features, including data models, business rules, event reasons, and workflows. Emphasis is placed on navigating the core employee data lifecycle, managing personal and employment information, and maintaining organizational structure within Employee Central.

Topic 2	• Scenario 2: Approvals for Self-Service: This section of the exam assesses the competency of SAP Consultants in configuring self-service approval workflows. It covers the setup of dynamic approval chains and ensures policy compliance for employee-initiated actions. The focus is on enabling seamless and scalable workflow automation tailored to organizational structures and user roles.
Topic 3	• Position Management: This section of the exam evaluates the knowledge of SAP Consultants in configuring and managing Position Management functionality. It focuses on understanding position hierarchy, relationship assignments, and synchronization with job information. Candidates are assessed on how effectively they support organizational planning through accurate position data setup and integration with other SAP modules.
Topic 4	• Scenario 1: HR Transaction Rules: This section of the exam tests the proficiency of HRIS Analysts in applying HR transaction rules within the system. It focuses on the creation and use of business rules for automating actions, enforcing data accuracy, and streamlining HR processes. Candidates demonstrate the ability to define rule contexts and apply logic relevant to specific HR transactions.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q66-Q71):

NEW QUESTION # 66
Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- B. Define a specific transition period for a group of positions
- C. Respect workflow at Copy Position in Position Organizational Chart
- D. Set or reset TBH status if an incumbent's FTE is changed
- E. Trigger workflows on Job Information if the position changes are synchronized to the incumbents

Answer: C,D,E

Explanation:
Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:
A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:
Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.
B . Respect workflow at Copy Position in Position Organizational Chart:
Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.
E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:
Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.
These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 67
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 Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- B. Set the Position Code field as read-only in the Position Object Definition
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- E. 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

Answer: A,B,E

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 # 68
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Employee HR-Source- Initiator
- C. By selecting in Step 1: Role - Manager - Source - Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: C

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
* Approver Type: Manager
* Approver Role: Manager
* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 69
Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note:
There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Enable the auto-delegate permission for users.
- C. Define the delegate relationship in Employee Central.
- D. Enable the field in Succession Data Model.

Answer: A,B

Explanation:
To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:
* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.
Correct Answers:
* B: Enable the auto-delegate permission for users.
* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 70
How do you configure alert recipients?

- A. Recipients are configured as workflow contributors.
- B. Recipients are configured as workflow approvers.
- C. Recipients are configured in Manage Data.
- D. Recipients are configured within the EC Alerts business rule.

Answer: B

NEW QUESTION # 71
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