

Utilizing C-THR81-2505 Valid Test Syllabus - Get Rid Of SAP Certified Associate - SAP SuccessFactors Employee Central Core



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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> 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.
Topic 4	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

NEW QUESTION # 39

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

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

Answer: B,C,D

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 # 40

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Follow Up Activity in Position
- B. Automated Daily Hierarchy Adaptation
- C. Move Position with Supervisor on Job Information change
- D. To Be Hired Status Adaptation

- E. Synchronize Position Matrix Relationships to Job Relationships of Incumbents

Answer: A,B,D

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

- * Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
- * Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
- * To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 41

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

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

Answer: A,C

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 42

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

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

Answer: C,D

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 43

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Update the condition and condition values of the association.
- B. Create a composite association on the new generic object to Legal Entity.
- C. Update the field criteria of the association.
- D. Create a new generic object.
- E. Create a composite association to the new generic object on Legal Entity.

Answer: C,D,E

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 44

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