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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• <b>Scenario 1: HR Transaction Rules:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Position Management:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Scenario 2: Approvals for Self-Service:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Employee Central Core:</b> 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.</li> </ul>

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## SAP C\_THR81\_2505 Related Exams | C\_THR81\_2505 Exam Question

The valid SAP Certified Associate - SAP SuccessFactors Employee Central Core (C\_THR81\_2505) practice tests are available in C\_THR81\_2505 pdf format which works on all smart devices. When you have all the actual C\_THR81\_2505 questions in a pdf document, it will be easy for you to prepare successfully for the C\_THR81\_2505 test in a short time. Practice makes a man perfect and we can apply the same thing here.

### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q61-Q66):

#### NEW QUESTION # 61

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

**Answer: D**

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 # 62

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

#### Scenario 2: Approvals for Self-Service

8 of 15

An employee will be changing their nationality information on their own

How do you build the IF condition in the business rule so they can do this?



- A. Option C
- B. Option A
- C. Option D
- **D. Option B**

**Answer: D**

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- \* Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- \* Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 63

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

- A. Option C
- B. Option D
- **C. Option A**
- D. Option B

**Answer: C**

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers  
Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 64

Which action in the THEN statement is used for propagation?

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

**Answer: D**

#### NEW QUESTION # 65

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.  
Which approver type do you use?

- A. Dynamic Group
- B. Dynamic Role
- C. Manager
- D. Role

**Answer: B**

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

A Manager approver type refers to direct line managers, which is different from business unit heads.

Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

#### NEW QUESTION # 66

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