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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

# Quiz SAP - C-THR81-2505 - Accurate Free SAP Certified Associate - SAP SuccessFactors Employee Central Core Test Questions

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q64-Q69):

### NEW QUESTION # 64

Which action will trigger a system validation for an in-progress workflow?

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

**Answer: A**

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

### NEW QUESTION # 65

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Relationship Info
- B. Employment Details
- C. Pay Component Recurring
- D. Job Information

**Answer: B,D**

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

### NEW QUESTION # 66

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.

□

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

- D. The Company field should NOT be included in the business rule.

**Answer: B,C**

Explanation:

C . The Parent Position field should NOT be included in the business rule:

The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

D . The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

### NEW QUESTION # 67

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.
- **C. The alternate workflow is used when there is a future-dated record entered for the employee.**
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

**Answer: C**

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.

This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

### NEW QUESTION # 68

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

□

- A. Respect Permission
- **B. Edit Transaction**
- C. Context
- D. No Approver Behavior

**Answer: B**

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 69

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