

Free PDF 2026 C-THR81-2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core Marvelous Valid Test Question



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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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 (Q76-Q81):

NEW QUESTION # 76

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: A

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 77

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

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

Answer: C,D

Explanation:

Rule contexts in SAP SuccessFactors 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

NEW QUESTION # 78

Where do you enable the Enter Manager to Filter Positions option to only display manager's lower-level positions in Hire, MSS Job Information and History?

- A. In Settings > UI Customizing
- B. In Manage Business Configuration > jobinfo
- C. In Configure Object Definitions > Position
- D. In Settings > Hierarchy Adaptation

Answer: A

NEW QUESTION # 79

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

Answer: A,B,D

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 # 80

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. User Id
- B. Event Date
- C. Personal Id External
- D. Username

Answer: B,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B. Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

D. Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A. Username

The username is associated with system login credentials and is not a required field for importing personal information.

C. User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

