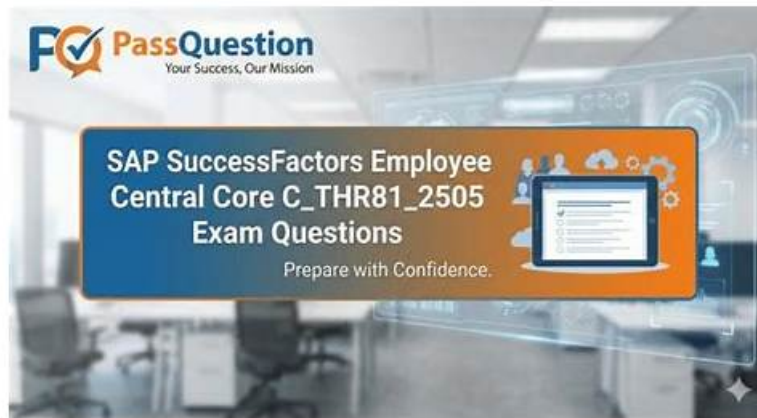


Quiz 2026 Pass-Sure SAP C_THR81_2505: Valid SAP Certified Associate - SAP SuccessFactors Employee Central Core Test Pdf



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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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"> 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q60-Q65):

NEW QUESTION # 60

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Previous Value
- B. Visibility
- C. PII
- D. Required
- E. Max-length

Answer: A,B,D

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 61

How do you configure alert recipients?

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

Answer: C

NEW QUESTION # 62

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

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

Answer: D

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 # 63

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an MDF FO and another MDF FO.
- B. All custom associations should be built between an XML FO and another XML FO.
- C. All custom associations should be built as one-to-many.
- D. All custom associations should be built as one-to-one.

Answer: C

Explanation:

SAP SuccessFactors recommends that all custom associations between foundation objects (FO) be built as one-to-many. This configuration reflects real-world organizational structures where a single entity, such as a department, can be associated with multiple positions or employees. Implementing one-to-many associations ensures flexibility and scalability in the system, allowing for accurate representation of complex organizational relationships.

NEW QUESTION # 64

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <association> as part of <hris-element id="jobInfo">
- B. <association> as part of <hris-element id="location">
- C. <field-criteria> as part of <hris-field="location">
- D. <field-criteria> as part of <hris-field="company">

Answer: B,C

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

* Define the Association in the Location Object:

* In the location object definition, add an <association> element to link it to the legalEntity object.

This association should be defined within the <hris-element id="location"> section.

* Configure Field Criteria for the Location Field:

* Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

* B: <field-criteria> as part of <hris-field id="location">

* D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 65

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