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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 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">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 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 (Q10-Q15):

NEW QUESTION # 10

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Derive Job Requisition Template in Recruiting Integration
- B. Trigger Rules for Off Cycle Event Batch
- C. Trigger Rules to Calculate Full-Time Equivalent
- D. Update Rule for Mass Change Run
- E. Create Right to Return for Incumbent

Answer: C,D,E

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.

These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 11

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Data
- B. Employee Central Effective Dated Entities
- C. Employee View
- D. Manage User

Answer: A

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

* This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

* Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data

security and compliance.

NEW QUESTION # 12

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay Calendar
- **B. Location**
- C. Cost center
- **D. Event reason**
- **E. Pay range**

Answer: B,D,E

NEW QUESTION # 13

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- **A. A user can have only one person id external.**
- B. Once generated, you CANNOT change a person id external.
- **C. Once generated, you CANNOT change a user id.**
- **D. A user can have multiple user ids.**
- E. A user can have only one user id.

Answer: A,C,D

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A . Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D . A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E . A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

NEW QUESTION # 14

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit; Base Object: Employee Information
- B. Event Type: onChange; Base Object: Employee Information
- C. Event Type: onSave; Base Object: Legal Entity
- **D. Event Type: onInit; Base Object: Standard Hours**

Answer: D

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Other event types such as `onChange`, `onEdit`, or `onSave` are not appropriate for pre-populating fields during the Add New Employee process.

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