

100% Pass 2025 High Hit-Rate C_THR81_2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core Questions Answers



SAP CERTIFICATION

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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	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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q68-Q73):

NEW QUESTION # 68

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

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

Answer: C

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 # 69

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- **C. SOAP**
- **D. Data**

Answer: C,D

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

- * Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
- * Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 70

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- **C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- D. Create dynamic groups per each legal entity and add the necessary approver steps.

Answer: C

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 71

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- **B. [[SUBJECT_USER]]**
- C. [[RECIPIENT_NAME]]
- **D. [[EVENT_REASON]]**

Answer: B,D

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

* [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

* [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

* A: [[SUBJECT_USER]]

* B: [[EVENT_REASON]]

NEW QUESTION # 72

Which method of modifying employee data will trigger an event reason derivation?

- A. Deleting a record in history UI
- B. Using Add New Hire
- **C. Using Actions menu in People Profile**
- D. Inserting a new record in history UI

Answer: C

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through

specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 73

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