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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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	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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

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

Answer: A,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 # 47

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.

Position Management

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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.



If 

 This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

Set New Position.Company to be equal to	Source Position.Company
Set New Position.Business Unit to be equal to	Source Position.Business Unit
Set New Position.Division to be equal to	Source Position.Division
Set New Position.Department to be equal to	Source Position.Department
Set New Position.Cost Center to be equal to	Source Position.Cost Center
Set New Position.Employee Class to be equal to	Source Position.Employee Class
Set New Position.Job Code to be equal to	Source Position.Job Code
Set New Position.Job Level to be equal to	Source Position.Job Level
Set New Position.Location to be equal to	Source Position.Location
Set New Position.Pay Grade to be equal to	Source Position.Pay Grade
Set New Position.Regular/Temporary to be equal to	Source Position.Regular/Temporary
Set New Position.FTE to be equal to	Source Position.FTE
Set New Position.Incentive Plan to be equal to	Source Position.Incentive Plan
Set New Position.Parent Position to be equal to	Source Position.Parent Position
Set New Position.wfConfig to be equal to	Data Change(DTACHNG)

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

☐ The workflow configuration should NOT be included in the business rule.

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

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

Answer: A,D

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 # 48

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?



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

Answer: B

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 49

Which permission controls a user's access to the Edit button in the history of Job Information?

- **A. Job Information Actions > Correct**
- B. Job Information Actions > Edit/Insert
- C. Edit Link > Edit/Insert
- D. Job Information Actions > View History

Answer: A

Explanation:

Job Information Actions > Correct permission controls the Edit button in the Job Information history.

This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 50

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit Attachment Only
- **B. Edit with Route Change**
- C. Edit without Route Change
- D. No edit

Answer: B

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change.

This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

NEW QUESTION # 51

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