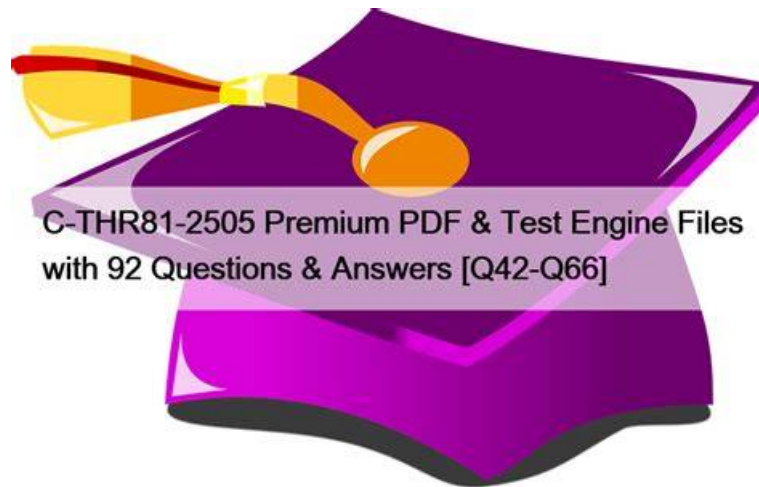


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SAP C_THR81_2605 Exam Syllabus Topics:

Section	Objectives
	- Role-Based Permissions
Topic 1: Security and Permissions	• 1. Permission Groups and Roles • 2. Field-Level Security
	- Configuration Tools
Topic 2: Business Configuration	• 1. Employee Central Settings • 2. Manage Business Configuration (BCUI)
	- Employment Information
Topic 3: Employee Data Management	• 1. Job Information and Compensation Information • 2. Personal and Employment Records
	- Foundation Objects
	• 1. Legal Entity and Organizational Structures • 2. Generic Objects (MDF basics)
Topic 4: Employee Central Core	- Data Models
	• 1. Succession Data Model Overview • 2. HRIS Elements Configuration

- Reporting Tools

- 1. Stories and Analytics Overview
- 2. Ad Hoc Reports

Topic 5: Reporting and Integration

- Integration Basics

- 1. Data Replication Concepts
- 2. Employee Central APIs Overview

- Position Object Configuration

- 1. Position-to-Job Mapping
- 2. Position Hierarchies and Relationships

Topic 6: Position Management

- Position Control Settings

- 1. Integration with Employee Central
- 2. Position Management Enablement

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SAP Certified - SAP SuccessFactors Employee Central Core and Position Management (C_THR81_2605) Sample Questions (Q88-Q93):

NEW QUESTION # 88

A consultant is validating a controlled employee data correction process in a web-based SAP SuccessFactors Employee Central tenant before month-end operations. HR operations users can open employee records and preview changes for a restricted regional population, but the final submit action is unavailable only for that group.

HR administrators can submit the same correction successfully. The customer wants the approved operations team to handle this process for the restricted region without extending broad administrator access, because the data is sensitive and audit review depends on preserving current control boundaries. The consultant must restore the process in a repeatable way for recurring monthly use.

What is the best corrective action?

Response:

- A. Review the operations role permissions and target population settings for the specific correction process, then adjust only the authorized submit scope required for that restricted region.
- B. Ask HR administrators to process the restricted region each month and keep operations users assigned only to nonrestricted populations.
- C. Copy the administrator role permissions to the operations team for the restricted region so the submit action appears consistently.
- D. Temporarily move the restricted regional population into the general operations scope during each month-end cycle and restore it afterward.

Answer: A

Explanation:

Feedback:

The users can open records and preview changes, so the basic process and data visibility are present. The missing submit action for one protected region points to a permission scope or target population issue at the final execution layer. Adjusting only the authorized submit scope preserves governance while enabling the approved recurring process.

NEW QUESTION # 89

In a public cloud SAP SuccessFactors Employee Central Core and Position Management project, a consultant is testing a workflow for manager-submitted temporary work-arrangement changes. In the web-based environment, requests save and enter workflow for all tested populations, but for one newly added operating population the request routes to a general approval step instead of the intended review queue whenever both a temporary end date and a position-related organizational change are present.

Existing populations with the same combination still use the intended review queue. The customer wants to preserve the shared workflow framework because separate population-specific workflows would increase post-go-live maintenance. The consultant must correct the routing behavior without redesigning the broader process.

What is the best corrective action?

Response:

- A. Ask managers in the new population to submit these requests through HR administrators until the routing design can be simplified.
- B. Add the intended review queue members to the general approval step so affected requests still receive oversight without further routing changes.
- C. Create a separate workflow for the new operating population so the intended review queue is always used for those requests.
- D. Review the routing condition or rule precedence for the new population, then correct the logic for requests combining temporary end date with position-related organizational change.

Answer: D

Explanation:

Feedback:

The workflow engine is active because requests save and route. The issue appears only when two conditions interact and only for one newly added population, which indicates a rule-precedence or condition-resolution problem rather than missing workflow activation. Correcting that logic addresses the upstream cause and preserves the shared workflow model.

NEW QUESTION # 90

In a public cloud SAP SuccessFactors Employee Central Core and Position Management project, a consultant is validating a workflow for manager-submitted temporary role changes. In the web-based environment, requests save and enter workflow for all tested populations, but for one newly added regional population the request skips the policy-review step whenever the transaction includes both a temporary end date and a position-linked reporting change.

Similar requests for existing populations still include the policy review as designed. The customer wants to keep the shared workflow framework because separate regional workflows would increase post-go-live maintenance. The consultant must correct the routing behavior without changing the underlying business process design.

What is the best corrective action?

Response:

- A. Create a separate regional workflow so requests from the new population always include the policy-review step.
- B. Ask managers in the new regional population to submit these cases through HR administrators until the routing design is simplified later.
- C. Review the routing rule or condition precedence for the new population, then correct the logic for requests combining temporary end date and position-linked reporting change.
- D. Add the policy reviewer directly to the final approval step so affected requests still receive additional oversight before completion.

Answer: C

Explanation:

Feedback:

The workflow framework is active because requests save and route. The defect appears only when two conditions interact and only for one newly added population, which points to a conditional rule-precedence issue rather than a missing workflow setup. Correcting that logic addresses the upstream cause while preserving a shared, maintainable workflow design.

NEW QUESTION # 91

CHALLENGE 3 Shared Services Access for Location-Based Boundaries HR shared-services

analysts report that they cannot finish some assigned test cases unless they receive broader access. The compliance lead wants location-based access behavior to remain visible during validation.

Which configuration approach best handles this governance-versus-governance tension?

Response:

- A. Broaden all HR shared-services access for the rest of testing and rely on audit review to identify inappropriate activity.
- B. Keep the current access unchanged and treat every blocked test case as proof that location restrictions are working.
- **C. Adjust roles and target populations to match assigned validation responsibilities, then retest with representative HR analysts.**
- D. Restrict HR shared-services access further until department managers complete all location-specific validation.

Answer: C

Explanation:

Feedback:

This approach supports valid HR work while still preserving location-based access boundaries. It validates the intended access model instead of choosing either throughput or restriction as the only priority.

NEW QUESTION # 92

A consultant is supporting a scheduled administrative load of future-dated employee assignment corrections in a public cloud SAP SuccessFactors Employee Central tenant. The import finishes with mixed results: many rows post successfully, but a subset is skipped because the target employees already have approved changes for an overlapping future period.

Current data remains intact, and no broad system error is shown in the web-based environment. The customer wants the current administrative correction preserved without deleting the already approved future records, because those future changes were part of a signed regional planning cycle. The monthly load must remain reusable without creating a permanent manual exception path for the affected employees.

What is the best next step?

Response:

- A. Retry the skipped rows with broader administrative access so the import can override the future-dated conflict during this monthly cycle.
- B. Exclude the affected employees from all future imports and require HR administrators to maintain those cases directly in the web-based UI.
- C. Delete the overlapping approved future records, then rerun the skipped rows so the current administrative correction can be loaded without conflict.
- **D. Adjust the import handling for employees with overlapping future-dated changes so the current correction fits the approved timeline without replacing later records.**

Answer: D

Explanation:

Feedback:

The import is not failing globally, which shows the file and process path are broadly valid. The skipped rows are linked to employees with overlapping approved future changes, which indicates a lifecycle and effective-dating dependency rather than bad file structure or missing access. Adjusting the import handling so the correction coexists with the approved timeline resolves the root cause while preserving both current and future data integrity.

NEW QUESTION # 93

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