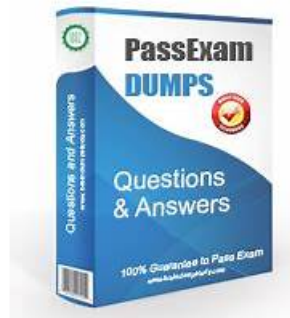


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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q58-Q63):

NEW QUESTION # 58

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Hire
- B. Data change
- C. Termination
- D. Transfer

Answer: A,C

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 59

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

Scenario 1: HR Transaction Rules

7 of 10

How do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

☐ Then

Set Spot Bonus Model Employment Details Model Job Information Event Date to be equal to Spot Bonus Model Employment Details Job Information Event Date

☐ Then

Set Compensation Information Model Employment Details Model Job Information Event Date to be equal to Job Information Event Date

☐ Then

Set Compensation Information Model Event Date Value to be equal to Compensation Information Model Employment Details Model Job Information Event Date

☒ Then

Set Job Information Model Employment Details Model Compensation Information Event Date to be equal to Job Information Model Event Date
The rule selects one entry from the collection "Compensation Information" where...

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

Answer: D

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 60

Which rule can effectively catch all unspecified events in a transaction?

1 of 10

Which rule can effectively catch all unspecified events in a transaction?

☐ A

If Job Information Model Event Reason Value is equal to NULL

Then

☒ B

If Job Information Model Event Reason Value is equal to NULL

Then

Set Job Information Model Event Reason Value to be equal to Data Change (DATACHG)

☐ C

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

Then

Set Job Information Model Event Reason Value to be equal to Data Change (DATACHG)

☐ D

If Job Information Model Event Reason Value is not equal to NULL

Then

Set Job Information Model Event Reason Value to be equal to Data Change (DATACHG)

- A. Option C
- B. Option B

- C. Option A
- D. Option D

Answer: B

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 61

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Current FTE Value-Previous FTE Value)/Base Salary
- B. (Previous FTE Value - Current FTE Value) X Base Salary
- C. (Base Salary/Current FTE Value) X Previous FTE Value
- D. (Base Salary/Previous FTE Value) X Current FTE Value

Answer: D

Explanation:

The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 62

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: B

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 63

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