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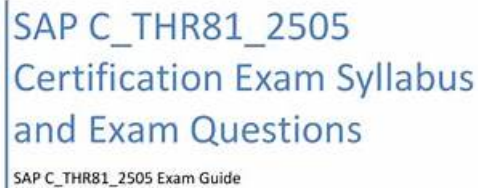
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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q45-Q50):

NEW QUESTION # 45
How do you create country-specific fields for the Legal Entity object?

- A. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- B. As a generic object with a composite association to the Legal Entity object
- C. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object
- D. As a generic object with a Valid When association to the Legal Entity object

Answer: A

Explanation:
To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 46
How should you build the IF condition to identity the user when the employee is updating their own Personal Information?

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

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 # 47
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR - Source - Employee
- B. By selecting in Step 1: Role - Self-Source - Initiator
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Manager - Source - Initiator

Answer: D

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
* Approver Type: Manager
* Approver Role: Manager
* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 48

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule lo meet the above requirements?

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

Answer: C

Explanation:
To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:
Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".
This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 49

In which order must you assign the rules?

- A. WFD, ERD1, ERD2, ERD3, ERD-Catch
- B. ERD1, ERD2, ERD3, ERD-Catch, WFD
- C. ERD-Calch, ERD1, ERD2, ERD3, WFD
- D. ERD1, ERD2, ERD3, WFD, ERD-Catch

Answer: B

Explanation:
The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:
ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.
ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.
WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.
Scenario 1: HR Transaction Rules

NEW QUESTION # 50

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