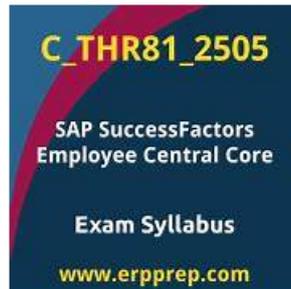# Valid Test C_THR81_2505 Format - Exam Discount C_THR81_2505 Voucher

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q56-Q61):

NEW QUESTION # 56
Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Pay range
- B. Event reason
- C. Cost center
- D. Location
- E. Pay Calendar

Answer: A,B,D

NEW QUESTION # 57
The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.
Where in the workflow do you need to define this?
Refer to the screenshot to answer the question

- A. Respect Permission
- B. Edit Transaction
- C. Context
- D. No Approver Behavior

Answer: B

Explanation:
To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.
The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).
When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 58

Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- B. Follow Up Activity in Position
- C. Automated Daily Hierarchy Adaptation
- D. Move Position with Supervisor on Job Information change
- E. To Be Hired Status Adaptation

Answer: B,C,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.
These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 59

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Business Accelerator Hub
- C. SAP Application Interface Framework

Answer: B

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.
Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 60

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- B. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- C. The business rule to sync data changes sets the Position Department to be equal to Job Information. Department.
- D. The technicalParameters value has NOT been set to SYNC in the position records.

Answer: B,C

Explanation:
* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:
* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 61

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