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SAP C-THR81-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q43-Q48):

NEW QUESTION # 43

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. Data
- C. SOAP
- D. IDoc

Answer: B,C

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 44

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. Data
- C. SOAP
- D. IDoc

Answer: B,C

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 45

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="location">
- B. <association> as part of <hris-element id="location">
- C. <association> as part of <hris-element id="jobInfo">
- D. <field-criteria> as part of <hris-field="company">

Answer: A,B

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

B: <field-criteria> as part of <hris-field id="location">

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 46

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Updating Job Information with the same effective date
- **C. Terminating an employee**
- D. Rehiring an inactive employee

Answer: C

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 47

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- B. Create permission groups for each legal entity and assign them to the HR admin role.
- **C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- D. Create dynamic groups per each legal entity and add the necessary approver steps.

Answer: C

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

* Create a Dynamic Role using the Legal Entity filter.

* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 48

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