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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> • 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 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q14-Q19):

NEW QUESTION # 14

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-component-code
- B. pay-date
- C. is-target
- D. frequency
- E. value

Answer: A,B,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- * A. value
- * This field captures the monetary amount of the non-recurring payment.
- * B. pay-component-code
- * This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- * C. pay-date
- * This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 15

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Job Information Model
- B. Non Recurring Pay Component Model
- C. Compensation Model

- D. Compensation Information Model

Answer: A

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 16

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate XML and MDF FO field labels
- B. To translate any generic object field labels in the instance
- C. To translate XML FO field labels
- **D. To translate MDF FO field labels**

Answer: D

NEW QUESTION # 17

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- **A. Create a new generic object.**
- B. Create a composite association on the new generic object to Legal Entity.
- **C. Create a composite association to the new generic object on Legal Entity.**
- **D. Update the field criteria of the association.**
- E. Update the condition and condition values of the association.

Answer: A,C,D

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 18

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- **B. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.**
- C. The workflow configuration should NOT be included in the business rule.
- **D. The Parent Position field should NOT be included in the business rule.**

Answer: B,D

