

# 2025 C\_THR81\_2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core-Accurate Pass4sure Dumps Pdf



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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q29-Q34):

### NEW QUESTION # 29

How do you create country-specific fields for the Legal Entity object?

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

### Answer: D

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 # 30

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Location field as onChange
- B. Base Object: Location; Assigned to Timezone field as onSave
- C. Base Object: Job Information; Assigned to Timezone field as onChange

- D. Base Object: Location: Assigned to Timezone field as onChange

**Answer: A**

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

Base Object: Job Information

Trigger Event: Assigned to the Location field with the event set to onChange.

This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

**NEW QUESTION # 31**

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

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

**Answer: A**

**NEW QUESTION # 32**

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- B. The first IF clause must be blank
- C. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- D. The first IF clause must be set to Always True.

**Answer: C**

Explanation:

The recommended practice to start event reason derivation rules is to begin with a condition that checks if the event reason value is NULL. If the value is NULL, the rule skips the event reason derivation process. This approach prevents unnecessary processing and ensures that only valid scenarios trigger further rule logic, improving system performance and accuracy.

Scenario 1: HR Transaction Rules

**NEW QUESTION # 33**

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the auto-delegate permission for users.
- B. Enable the field in the Corporate Data Model.
- C. Enable the field in Succession Data Model.
- D. Define the delegate relationship in Employee Central.

**Answer: A,B**

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

B: Enable the auto-delegate permission for users.

D: Enable the field in the Corporate Data Model.

## NEW QUESTION # 34

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