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SAP C_THR81_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q32-Q37):

NEW QUESTION # 32

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an XML FO and another XML FO.
- **B. All custom associations should be built as one-to-many.**
- C. All custom associations should be built as one-to-one.
- D. All custom associations should be built between an MDF FO and another MDF FO.

Answer: B

Explanation:

SAP SuccessFactors recommends that all custom associations between foundation objects (FO) be built as one-to-many. This configuration reflects real-world organizational structures where a single entity, such as a department, can be associated with multiple positions or employees. Implementing one-to-many associations ensures flexibility and scalability in the system, allowing for accurate representation of complex organizational relationships.

NEW QUESTION # 33

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

Answer: B

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 # 34

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

Scenario 2: Approvals for Self-Service

3 of 10

How should you build the IF condition to identify the user when you want to update their own Personal Information?

- This rule is always true.
To add an expression please uncheck the Always True checkbox.
- Personal Information Model.Event Date Value is Today()
- Context.Current User is equal to Login User()
- Context.Current User is not equal to Null

- A. Option A

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

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 # 35

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

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

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 # 36

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

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 # 37

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