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**C\_THR81\_2505**

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

Topic	Details
Topic 1	<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>
Topic 2	<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 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 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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q13-Q18):

### NEW QUESTION # 13

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Higher level object
- B. Composite association - Child object
- C. Valid When association - Lower level object
- D. Composite association - Parent object

**Answer: A,B**

Explanation:

\* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

\* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

### NEW QUESTION # 14

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. personalinfo and globalinfo
- B. jobinfo and organizationInfo
- C. compInfo and payComponentRecurring
- D. personInfo and globalinfo

**Answer: A,C**

Explanation:

In SAP SuccessFactors Employee Central, the People Profile is designed to consolidate related HRIS elements into cohesive blocks

for streamlined data management. Specifically, the compInfo (Compensation Information) and payComponentRecurring (Recurring Pay Components) HRIS elements share the same People Profile block. Similarly, the personalInfo (Personal Information) and globalInfo (Global Information) HRIS elements are grouped together within the People Profile. This structured grouping enhances the user experience by providing a unified view of related employee information.

#### NEW QUESTION # 15

How do you configure alert recipients?

- A. Recipients are configured as workflow contributors.
- B. Recipients are configured within the EC Alerts business rule.
- C. Recipients are configured in Manage Data.
- **D. Recipients are configured as workflow approvers.**

**Answer: D**

#### NEW QUESTION # 16

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- **B. Integrate clean core practices in the end-to-end value process chain.**
- C. Establish release management.
- **D. Establish an organizational structure, technical foundation, and transformation methodology for clean core.**
- **E. Define roles and responsibilities as part of a process transformation office.**

**Answer: B,D,E**

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

#### NEW QUESTION # 17

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

**Answer: A**

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

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