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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 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"> 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q18-Q23):

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

Answer: A,D

Explanation:

C . The Parent Position field should NOT be included in the business rule:

The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

D . The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 19

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

* Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).

* Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 20

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[RECIPIENT_NAME]]
- B. [[EVENT_REASON]]
- C. [[SUBJECT_USER]]
- D. [[HRIS_ELEMENT]]

Answer: B,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

* [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

* [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

* A: [[SUBJECT_USER]]

* B: [[EVENT_REASON]]

NEW QUESTION # 21

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Central Effective Dated Entities
- **B. Employee Data**
- C. Manage User
- D. Employee View

Answer: B

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 22

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Saturday, the day after the sync job completes
- B. Tuesday, the day the transaction is entered
- **C. Friday, when the sync job completes**
- D. Thursday, when the change becomes effective

Answer: C

Explanation:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 23

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