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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q49-Q54):

NEW QUESTION # 49
What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Max-length
- C. Visibility
- D. Previous Value
- E. Required

Answer: C,D,E

Explanation:
When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:
B . Visibility
Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.
C . Previous Value
This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.
E . Required
Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.
A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 50
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 field in the Corporate Data Model.
- B. Enable the auto-delegate permission for users.
- 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 # 51
What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- A. Join By Column
- B. Composite
- C. Valid-When
- D. One-to-one

Answer: B

NEW QUESTION # 52
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

* A. By selecting in Step 1: Role - Manager - Source - Initiator
* B. By selecting in Step 1: Role - Employee HR-Source- Initiator
* C. By selecting in Step 1: Role - Employee HR - Source - Employee
* D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: A

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
* Approver Type: Manager
* Approver Role: Manager
* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 53
Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

* A. SOAP
* B. Data
* C. IDoc
* D. RFC

Answer: A,B

Explanation:
SAP recommends using SOAP APIs and Data APIs for clean core integrations.
SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 54
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