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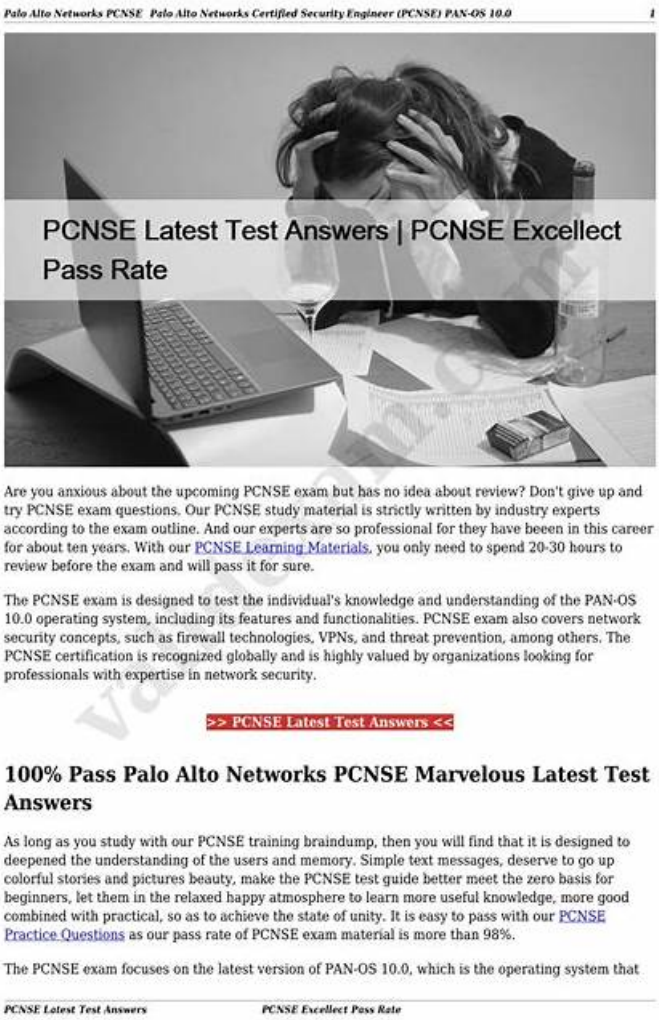

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q84-Q89):

NEW QUESTION # 84
When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule lo meet the above requirements?

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

Answer: A

Explanation:
To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:
* Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers Scenario 2: Approvals for Self-Service

NEW QUESTION # 85
How do you create country-specific fields for the Legal Entity object?

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

Answer: C

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 # 86
What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

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

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 # 87
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 Succession Data Model.
- B. Define the delegate relationship in Employee Central.
- C. Enable the field in the Corporate Data Model.
- D. Enable the auto-delegate permission for users.

Answer: C,D

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 # 88
What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Location
- B. City
- C. Country

- D. Address1

Answer: C

Explanation:
In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

NEW QUESTION # 89
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