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SAP C-THR81-2505 Exam Online: SAP Certified Associate - SAP SuccessFactors Employee Central Core - PracticeTorrent Assist you Clear Exam

The SAP C-THR81-2505 questions certificates are the most sought-after qualifications for those looking to further their careers in the business. To get the SAP C-THR81-2505 exam questions credential, candidates must pass the SAP C-THR81-2505 exam. But what should you do if you want to pass the SAP SAP Certified Associate - SAP SuccessFactors Employee Central Core exam questions the first time? Fortunately, PracticeTorrent provides its users with the most recent and accurate SAP C-THR81-2505 Questions to assist them in preparing for their real C-THR81-2505 exam. Our SAP C-THR81-2505 exam dumps and answers have been verified by SAP certified professionals in the area.

SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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 (Q71-Q76):

NEW QUESTION # 71
An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the workflow is approved by all approvers
- B. When the employee initiates the workflow
- C. When the approvers decline the workflow
- D. When the workflow is sent back by any approver

Answer: A

Explanation:
When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 72
What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

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

Answer: A

NEW QUESTION # 73

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. Data
- B. IDoc
- C. SOAP
- D. RFC

Answer: A,C

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 # 74

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

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

Answer: C

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 # 75

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Personal Information
- C. Job Information
- D. Biographical Information

Answer: C

Explanation:
Workflow derivation rules for new hires are assigned in the Job Information HRIS element.
The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.
This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 76

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