

# C-THR81-2505 Valid Test Materials & Excellent Reliable Test Camp to Help You Clear SAP SAP Certified Associate - SAP SuccessFactors Employee Central Core For Sure



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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>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 3 | <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 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>   |

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q26-Q31):

### NEW QUESTION # 26

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions from Manage Positions
- B. To restrict access to create lower-level positions from the Position Org Chart
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access at the field level when creating positions

Answer: B,C

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

### NEW QUESTION # 27

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

#### Scenario 1: HR Transaction Rules

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How do you set the event date in Compensation Information for the Jobinfo\_FTE\_Comp cross-entity rule?

Then

Set Spot Bonus Model.Employment Details Model.Job Information.Event Date to be equal to Spot Bonus Model.Spot Bonus.Employment Details.Job In

Then

Set Compensation Information Model.Employment Details Model.Job Information.Event Date to be equal to Job Information.Event Date

Then

Set Compensation Information Model.Event Date.Value to be equal to Compensation Information Model.Employment Details Model.Job Infr

Then

Set Job Information Model.Employment Details Model.Compensation Information.Event Date to be equal to Job Information Model.Event Date  
The rule selects one entry from the collection "Compensation Information" where...

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

**Answer: D**

Explanation:

To set the event date in Compensation Information for the Jobinfo\_FTE\_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.  
Scenario 1: HR Transaction Rules

#### NEW QUESTION # 28

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- **D. Set the IF statement to Always True and set the THEN statement as blank.**

**Answer: D**

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:  
Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

#### NEW QUESTION # 29

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- B. Create a field in the Legal Entity France object in Configure Object Definition.
- C. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- **D. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.**

**Answer: D**

Explanation:

To create a custom field that appears only for legal entity France:

Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

#### NEW QUESTION # 30

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- **A. Manage Workflow Groups**
- B. Manage Dynamic Roles
- C. Manage Permission Groups
- D. Manage Workflow Requests

**Answer: A**

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

