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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	• 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	• 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 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 (Q45-Q50):

NEW QUESTION # 45
In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Legacy Picklist ID
- B. Picklist Code
- C. Picklist Value External Code
- D. Picklist Value ID

Answer: B

Explanation:
When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.
Options A, C, and D are not applicable in this context:
A . Picklist Value ID
This refers to individual entries within a picklist and is not used to define the source of valid values for a field.
C . Legacy Picklist ID
Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.
D . Picklist Value External Code
This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 46
Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Base Salary/Previous FTE Value) X Current FTE Value
- B. (Previous FTE Value - Current FTE Value) X Base Salary
- C. (Base Salary/Current FTE Value) X Previous FTE Value
- D. (Current FTE Value-Previous FTE Value)/Base Salary

Answer: A

Explanation:
The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.
Scenario 1: HR Transaction Rules

NEW QUESTION # 47
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. Customers can grant access to the dashboard to partners.
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. It can be accessed by using SAP For Me.

Answer: B,D

Explanation:
The clean core dashboard offers tools to monitor and maintain clean core operations.
Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.
Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.
The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 48
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: A

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 # 49
How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onChange; Base Object: Employee Information
- B. Event Type: onSave: Base Object: Legal Entity
- C. Event Type: onInit; Base Object: Standard Hours
- D. Event Type: onEdit; Base Object: Employee Information

Answer: C

Explanation:
To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:
Event Type: onInit
This event triggers the rule during the initialization phase of the Add New Employee wizard.
Base Object: Standard Hours
The rule applies to the Standard Hours field, pulling data from the Legal Entity record.
Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 50

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