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With so many online resources, knowing where to start when preparing for an SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam can be tough. But with SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) practice test, you can be confident you're getting the best possible C_THR81_2505 exam dumps. Exams-boost exam simulator mirrors the C_THR81_2505 Exam-taking experience, so you know what to expect on C_THR81_2505 exam day. Plus, with our wide range of SAP C_THR81_2505 exam questions types and difficulty levels, you can tailor your C_THR81_2505 exam practice to your needs.

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	• 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 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q31-Q36):

NEW QUESTION # 31
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: B

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 # 32
A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Thursday, when the change becomes effective
- B. Friday, when the sync job completes
- C. Saturday, the day after the sync job completes
- D. Tuesday, the day the transaction is entered

Answer: B

Explanation:
In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.
This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday.
Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 33
Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. To Be Hired Status Adaptation
- B. Move Position with Supervisor on Job Information change
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Follow Up Activity in Position
- E. Automated Daily Hierarchy Adaptation

Answer: A,D,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.
These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 34

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The technicalParameters value has NOT been set to SYNC in the position records.
- B. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.

Answer: C,D

Explanation:
B . The technicalParameters column with a value of SYNC has NOT been included in the import file:
When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.
These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 35

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Employment Details
- B. Job Relationships
- C. Addresses
- D. Job History

Answer: A,D

Explanation:
The &&NO_OVERWRITE&& operator is supported in imports for:
A . Job History
This ensures that existing job history records are not overwritten during imports.
D . Employment Details
Employment details such as hire dates or termination records can also be preserved using this operator.
Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 36

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