

C_THR81_2505 Valid Test Review & Latest C_THR81_2505 Study Guide



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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 (Q85-Q90):

NEW QUESTION # 85

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Trigger Rules to Calculate Full-Time Equivalent
- B. Update Rule for Mass Change Run
- C. Derive Job Requisition Template in Recruiting Integration
- D. Create Right to Return for Incumbent
- E. Trigger Rules for OffCycle Event Batch

Answer: A,B,D

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance. These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 86

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Trigger Rules to Calculate Full-Time Equivalent
- B. Update Rule for Mass Change Run
- C. Derive Job Requisition Template in Recruiting Integration
- D. Create Right to Return for Incumbent
- E. Trigger Rules for OffCycle Event Batch

Answer: A,B,D

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance. These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 87

Which condition must be used for the jobinfo_FTE_Comp rule?

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□

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

Answer: B

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

NEW QUESTION # 88

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

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

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 # 89

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- **C. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- D. Create dynamic groups per each legal entity and add the necessary approver steps.

Answer: C

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

* Create a Dynamic Role using the Legal Entity filter.

* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 90

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