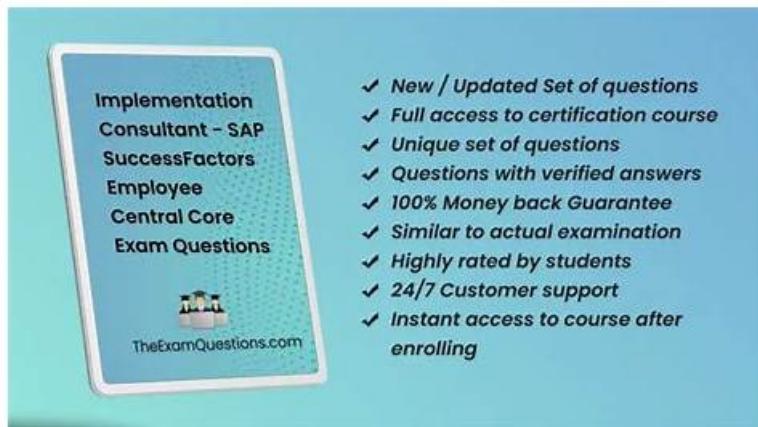


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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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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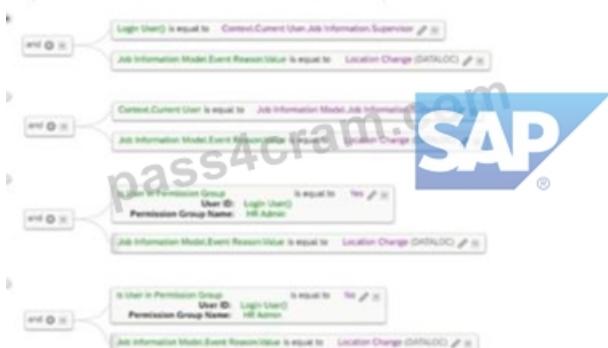
SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

NEW QUESTION # 27

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

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When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule to meet the above requirements?



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

Answer: B

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 28

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

Position Management

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Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes?

Note: There are 2 correct answers to this question.

If

This rule is always true.

To add an expression please uncheck the Always True checkbox.

Then

- Set **New Position.Company** to be equal to **Source Position.Company**  
- Set **New Position.Business Unit** to be equal to **Source Position.Business Unit**  
- Set **New Position.Division** to be equal to **Source Position.Division**  
- Set **New Position.Department** to be equal to **Source Position.Department**  
- Set **New Position.Cost Center** to be equal to **Source Position.Cost Center**  
- Set **New Position.Employee Class** to be equal to **Source Position.Employee Class**  
- Set **New Position.Job Code** to be equal to **Source Position.Job Code**  
- Set **New Position.Job Level** to be equal to **Source Position.Job Level**  
- Set **New Position.Location** to be equal to **Source Position.Location**  
- Set **New Position.Pay Grade** to be equal to **Source Position.Pay Grade**  
- Set **New Position.Regular/Temporary** to be equal to **Source Position.Regular/Temporary**  
- Set **New Position.FTE** to be equal to **Source Position.FTE**  
- Set **New Position.Incentive Plan** to be equal to **Source Position.Incentive Plan**  
- Set **New Position.Parent Position** to be equal to **Source Position.Parent Position**  
- Set **New Position.wfConfig** to be equal to **Data Change(DTACHNG)**  

- The Parent Position field should NOT be included in the business rule.
- The workflow configuration should NOT be included in the business rule.
- The Company field should NOT be included in the business rule.

- A. The Company field should NOT be included in the business rule.
- B. The Parent Position field should NOT be included in the business rule.
- C. The workflow configuration should NOT be included in the business rule.
- D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

Answer: B,D

Explanation:

C . The Parent Position field should NOT be included in the business rule:

The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

D . The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 29

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?



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

Answer: D

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 30

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

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

Answer: C

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 # 31

Which clause meets the WFD_Address rule requirement?

Scenario 1: HR Transaction Rules

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Which clause meets the WFD_Address rule requirement?



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

Answer: B

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 32

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