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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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 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"> 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q74-Q79):

NEW QUESTION # 74

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate XML and MDF FO field labels
- B. To translate XML FO field labels
- **C. To translate MDF FO field labels**
- D. To translate any generic object field labels in the instance

Answer: C

NEW QUESTION # 75

How are business rules handled in Employee Central Quick Actions?

- A. The system does NOT support onPostSave rules.
- **B. onChange rules are supported when the fields are included in the template.**
- C. The system supports all onSave rules.
- **D. onView rules are supported when the fields are included in the template.**

Answer: B,D

NEW QUESTION # 76

Which method of modifying employee data will trigger an event reason derivation?

- A. Using Add New Hire
- B. Inserting a new record in history UI
- C. Deleting a record in history UI
- **D. Using Actions menu in People Profile**

Answer: D

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons

are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 77

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.

Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 78

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Relationship Info
- B. Employment Details
- C. Job Information
- D. Pay Component Recurring

Answer: B,C

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 79

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