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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q56-Q61):

NEW QUESTION # 56

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location; Assigned to Timezone field as onSave
- **B. Base Object: Job Information; Assigned to Location field as onChange**
- C. Base Object: Job Information; Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onChange

Answer: B

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

* Base Object: Job Information

* Trigger Event: Assigned to the Location field with the event set to onChange. This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 57

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).

Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 58

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this

question.

- A. is-target
- B. value
- C. pay-date
- D. frequency
- E. pay-component-code

Answer: B,C,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- * A. value
- * This field captures the monetary amount of the non-recurring payment.
- * B. pay-component-code
- * This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- * C. pay-date
- * This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 59

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onView rules
- C. onSave rules
- D. onChange rules

Answer: C,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 60

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

□

- A. Option C
- B. Option D
- C. Option B
- 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 # 61

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