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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 (Q17-Q22):

NEW QUESTION # 17

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

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

Answer: C

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 # 18

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 A
- C. Option C
- 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 # 19

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- B. Event Type: onEdit; Base Object: Employee Information
- C. Event Type: onInit; Base Object: Standard Hours
- D. Event Type: onChange; Base Object: Employee Information

Answer: C

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 20

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

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

Answer: C

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 # 21

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Address Information
- B. Personal Information
- C. Job Information
- D. Pay Component Recurring

Answer: C,D

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 22

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