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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">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 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 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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q48-Q53):

NEW QUESTION # 48

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- **A. Create a job requisition for a vacant position**
- B. Nominate a successor for a position
- **C. Mass copy positions**
- **D. Add a lower-level position**
- E. Run a mass change to update positions

Answer: A,C,D

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

NEW QUESTION # 49

Where do you enable the Enter Manager to Filter Positions option to only display manager's lower-level positions in Hire, MSS Job Information and History?

- **A. In Settings > UI Customizing**
- B. In Settings > Hierarchy Adaptation
- C. In Manage Business Configuration > jobinfo
- D. In Configure Object Definitions > Position

Answer: A

NEW QUESTION # 50

How are business rules handled in Employee Central Quick Actions?

- **A. onView rules are supported when the fields are included in the template.**
- **B. onChange rules are supported when the fields are included in the template.**

- C. The system supports all onSave rules.
- D. The system does NOT support onPostSave rules.

Answer: A,B

NEW QUESTION # 51

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 52

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

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

Answer: B

NEW QUESTION # 53

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