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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"> 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 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"> 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q35-Q40):

NEW QUESTION # 35

How do you create country-specific fields for the Legal Entity object?

- A. As a generic object with a composite association to the Legal Entity object
- B. As a generic object with a Valid When association to the Legal Entity object
- C. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- D. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object

Answer: C

Explanation:

To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 36

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. To Be Hired Status Adaptation
- B. Follow Up Activity in Position
- C. Move Position with Supervisor on Job Information change
- D. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- E. Automated Daily Hierarchy Adaptation

Answer: A,B,E

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 37

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

Answer: B

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 # 38

How does the system validate the destination object for composite associations?

- **A. The system validates if the destination object has effective dating set to From Parent.**
- B. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- C. The system validates if the destination object has effective dating set to Basic.
- D. The system validates if the destination object has effective dating set to None.

Answer: A

Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 39

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the employee initiates the workflow
- **B. When the workflow is approved by all approvers**
- C. When the workflow is sent back by any approver
- D. When the approvers decline the workflow

Answer: B

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 40

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