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Exam C_THR81_2505 Introduction | Valid C_THR81_2505 Test Book

As the famous saying goes, time is life. Time is so important to everyone because we have to use our limited time to do many things. Especially for candidates to take the C_THR81_2505 exam, time is very precious. They must grasp every minute and every second to prepare for it. From the point of view of all the candidates, our C_THR81_2505 training quiz give full consideration to this problem. And we can claim that if you study our C_THR81_2505 study materials for 20 to 30 hours, you can pass the exam for sure.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q23-Q28):

NEW QUESTION # 23
Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will reject both workflows.
- B. The system will cancel the first workflow.
- C. The system will cancel the second workflow.
- D. The system will allow both workflows to continue.

Answer: D

Explanation:
When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.
Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 24
Which action in the THEN statement is used for propagation?

- A. Raise
- B. Execute
- C. Create
- D. Set

Answer: D

NEW QUESTION # 25
A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information Model
- B. Job Information
- C. Employee Information Model
- D. Employee Information

Answer: A

Explanation:
When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.
C: Job Information Model

NEW QUESTION # 26
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Self-Source - Initiator

- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

Answer: A

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
Approver Type: Manager
Approver Role: Manager
Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 27
In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- B. Trigger Rules to Display Internal Job History
- C. Trigger Rules for Hire/Rehire
- D. Trigger Workflows

Answer: C,D

Explanation:
In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:
A . Trigger Workflows
Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
C . Trigger Rules for Hire/Rehire
During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.
Options B and D are not typically associated with model base objects in business rules:
B . Trigger Rules to Display Internal Job History
Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
D . Save Changes to Foundation Objects
While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 28
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