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## C-THR81-2505 Valid Test Vce Free, SAP Valid Braindumps C-THR81-2505 Sheet: SAP Certified Associate - SAP SuccessFactors Employee Central Core Latest Released

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### SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Employee Central Core:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Scenario 1: HR Transaction Rules:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Scenario 2: Approvals for Self-Service:</b> 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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q15-Q20):

### NEW QUESTION # 15

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me.**
- B. Customers can use the dashboard in the dev, test, and production tenants.
- **C. Customers can grant access to the dashboard to partners.**
- D. It can be used in all SAP S/4HANA Cloud editions.

**Answer: A,C**

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

### NEW QUESTION # 16

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- **A. A user can have multiple user ids.**
- **B. Once generated, you CANNOT change a user id.**
- **C. A user can have only one person id external.**
- D. Once generated, you CANNOT change a person id external.
- E. A user can have only one user id.

**Answer: A,B,C**

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A. Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D. A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E. A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

#### NEW QUESTION # 17

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

**Answer: C**

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 # 18

What base object must you use for the Jobinfo\_FTF\_Comp rule?

- A. Compensation Model
- **B. Job Information Model**
- C. Compensation Information Model
- D. Non Recurring Pay Component Model

**Answer: B**

Explanation:

The Job Information Model is the base object used for the Jobinfo\_FTF\_Comp rule.

This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

#### NEW QUESTION # 19

Which rule supports the Default\_JobClass requirement?

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

**Answer: C**

Explanation:

The rule in Option B supports the Default\_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information

