

C-THR81-2505 Reliable Cram Materials, C-THR81-2505 Certification Exam



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It is universally accepted that in this competitive society in order to get a good job we have no choice but to improve our own capacity and explore our potential constantly, and try our best to get the related C-THR81-2505 certification is the best way to show our professional ability, however, the C-THR81-2505 Exam is hard nut to crack but our C-THR81-2505 preparation questions are closely related to the exam, it is designed for you to systematize all of the key points needed for the C-THR81-2505 exam.

SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q11-Q16):

NEW QUESTION # 11

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[EVENT_REASON]]
- B. [[SUBJECT_USER]]
- C. [[HRIS_ELEMENT]]
- D. [[RECIPIENT_NAME]]

Answer: A,B

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are supported:

[[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

[[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

A: [[SUBJECT_USER]]

B: [[EVENT_REASON]]

NEW QUESTION # 12

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- B. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- **C. The alternate workflow is used when there is a future-dated record entered for the employee.**
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

Answer: C

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 13

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

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

Answer: D

Explanation:

The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 14

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

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

Answer: B

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 # 15

Which action in the THEN statement is used for propagation?

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

Answer: D

NEW QUESTION # 16

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