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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 (Q72-Q77):

NEW QUESTION # 72
Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the division object definition
- B. A Composite association in the business unit object definition
- C. A Valid When association in the division object definition
- D. A Valid When association in the business unit object definition

Answer: C

Explanation:
To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.
Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 73
Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. RFC
- D. Data

Answer: A,D

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.
SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 74

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Previous Value
- B. PII
- C. Required
- D. Visibility
- E. Max-length

Answer: A,C,D

Explanation:
When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:
B . Visibility
Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.
C . Previous Value
This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.
E . Required
Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.
A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 75

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.
Which approver type do you use?

- A. Dynamic Role
- B. Role
- C. Manager
- D. Dynamic Group

Answer: A

Explanation:
To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.
A Manager approver type refers to direct line managers, which is different from business unit heads.
Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 76

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Tuesday, the day the transaction is entered
- B. Saturday, the day after the sync job completes

- C. Thursday, when the change becomes effective
- D. Friday, when the sync job completes

Answer: D

Explanation:
In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.
This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 77

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