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Certification Exam Syllabus
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SAP C_THR81_2505 Exam Guide

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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q59-Q64):

NEW QUESTION # 59
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: D

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 60
How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to Always True and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.

Answer: B

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:
Set the IF statement to Always True: This ensures the rule is triggered every time.
Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.
By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 61
Which clause meets the WFD_Address rule requirement?

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

Answer: D

Explanation:
The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.
City and CountryRegion are equal to Null.
When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 62
What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate any generic object field labels in the instance
- B. To translate XML and MDF FO field labels
- C. To translate XML FO field labels
- D. To translate MDF FO field labels

Answer: D

NEW QUESTION # 63
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: D

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 64
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