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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46
An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: B

Explanation:
In order for an employee to change their nationality information on their own, the IF condition must:
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 47
Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. Automated Daily Hierarchy Adaptation
- B. To Be Hired Status Adaptation
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Move Position with Supervisor on Job Information change
- E. Follow Up Activity in Position

Answer: A,B,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:

* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 48
How does the system validate the destination object for composite associations?

- **A. The system validates if the destination object has effective dating set to From Parent.**
- B. The system validates if the destination object has effective dating set to Basic.
- C. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- D. The system validates if the destination object has effective dating set to None.

Answer: A

Explanation:
In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.
This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 49
Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- **A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents**
- B. Define a specific transition period for a group of positions
- **C. Set or reset TBH status if an incumbent's FTE is changed**
- D. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- **E. Respect workflow at Copy Position in Position Organizational Chart**

Answer: A,C,E

Explanation:
Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:
A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:
Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.
B . Respect workflow at Copy Position in Position Organizational Chart:
Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.
E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:
Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.
These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 50
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
- B. Employee Information
- C. Employee Information Model
- **D. Job Information Model**

Answer: D

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 # 51
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