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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<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 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

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### **SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q49-Q54):**

#### **NEW QUESTION # 49**

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service?

Note: There are 2 correct answers to this question.

- A. Set the externalCode field to Data Type = User.
- B. Create a Valid When association for the object.
- C. Set the externalName field to Data Type = User.
- D. Create one configuration UI for the object.

#### **Answer: A,D**

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

- \* C. Create one configuration UI for the object.
- \* A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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- \* D. Set the externalCode field to Data Type = User.

\* The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

- \* A. Set the externalName field to Data Type = User.
- \* The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
- \* B. Create a Valid When association for the object.
- \* While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

## NEW QUESTION # 50

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question.

- A. Location to Geozone
- B. Pay Range to Legal Entity
- C. Department to Division
- D. Location to Legal Entity

**Answer: A,B**

Explanation:

Standard one-to-one associations link objects in a parent-child relationship, where each instance of the parent object is associated with one instance of the child object. Examples include:

Location to Geozone: A location belongs to one specific geozone.

Pay Range to Legal Entity: A pay range is tied to a single legal entity.

Location to Legal Entity and Department to Division are examples of one-to-many associations.

## NEW QUESTION # 51

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hr-is-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- B. The business rule to sync data changes sets the Position Department to be equal to Job Information. Department.
- C. The technicalParameters value has NOT been set to SYNC in the position records.
- D. The technicalParameters column with a value of SYNC has NOT been included in the import file.

**Answer: B,D**

Explanation:

\* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:

\* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

\* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

\* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

## NEW QUESTION # 52

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. Data
- C. RFC
- D. IDoc

**Answer: A,B**

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 # 53

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- **B. SAP Business Accelerator Hub**
- C. SAP Application Interface Framework

**Answer: B**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

## NEW QUESTION # 54

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