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

Topic	Details
Topic 1	<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 2	<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 3	<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>
Topic 4	<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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q17-Q22):

### NEW QUESTION # 17

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish regular housekeeping tasks and procedures.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish release management.

**Answer: A,B,D**

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 18

Which rule supports the Default \_JobClass requirement?

□

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

**Answer: D**

Explanation:

The rule in Option B supports the Default \_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 19

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- A. Location

- B. Pay range
- C. Pay Calendar
- D. Cost center
- E. Event reason

**Answer: A,B,E**

#### NEW QUESTION # 20

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location; Assigned to Timezone field as onSave
- B. Base Object: Location; Assigned to Timezone field as onChange
- C. Base Object: Job Information; Assigned to Location field as onChange
- D. Base Object: Job Information; Assigned to Timezone field as onChange

**Answer: C**

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

\* Base Object: Job Information

\* Trigger Event: Assigned to the Location field with the event set to onChange. This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

#### NEW QUESTION # 21

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Self-Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Manager - Source - Initiator
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

**Answer: C**

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 22

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