

C_THR81_2505 Valid Exam Test - C_THR81_2505 100% Accuracy



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SAP C_THR81_2505 Exam Syllabus Topics:

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

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q41-Q46):

NEW QUESTION # 41

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

Answer: C

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 42

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Central Effective Dated Entities
- **B. Employee Data**
- C. Employee View
- D. Manage User

Answer: B

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 43

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Personal Information
- **B. Job Information**
- **C. Pay Component Recurring**

- D. Work Permit Information

Answer: B,C

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 44

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the approvers decline the workflow
- B. When the employee initiates the workflow
- **C. When the workflow is approved by all approvers**
- D. When the workflow is sent back by any approver

Answer: C

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 45

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- **A. [[EVENT_REASON]]**
- B. [[RECIPIENT_NAME]]
- **C. [[SUBJECT_USER]]**
- D. [[HRIS_ELEMENT]]

Answer: A,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

* [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

* [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

* A: [[SUBJECT_USER]]

* B: [[EVENT_REASON]]

NEW QUESTION # 46

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