

Actual SAP C-THR81-2505 Dumps - Quick Test Preparation Tips



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It is well known that even the best people fail sometimes, not to mention the ordinary people. In face of the C-THR81-2505 exam, everyone stands on the same starting line, and those who are not excellent enough must do more. Every year there are a large number of people who can't pass smoothly. If you happen to be one of them, our C-THR81-2505 Learning Materials will greatly reduce your burden and improve your possibility of passing the exam. Our advantages of time-saving and efficient can make you no longer be afraid of the C-THR81-2505 exam, and I'll tell you more about its benefits next.

SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q13-Q18):

NEW QUESTION # 13

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onChange rules
- B. onSave rules
- C. onView rules
- D. onInit rules

Answer: A,B

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 14

Which rule supports the Default _JobClass requirement?

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

Answer: C

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 # 15

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the business unit object definition
- B. A Composite association in the division object definition
- C. A Valid When association in the division object definition
- D. A Composite association in the business unit object definition

Answer: C

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 16

To which Job information field will you assign the Default_JobClass rule?

- A. Job Code
- B. Pay Grade
- C. Job Title
- D. Employee Class

Answer: A

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 17

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

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

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

Answer: B,C

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 # 18

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