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SAP C_THR81_2605 Exam Syllabus Topics:

Section	Objectives
Topic 1: Employee Central Data Management	- Employee master data maintenance - Employment information and job information
Topic 2: Security and Authorizations	- Data access control - Role-based permissions
Topic 3: Employee Lifecycle Processes	- Hire, rehire, and termination processes - Job changes and transfers
Topic 4: Business Rules and Workflow	- Business rules configuration - Workflow setup and approvals

- Topic 5: Position Management
 - Position hierarchy and reporting structure
 - Integration with Employee Central
 - Position object configuration
- Topic 6: Employee Central Core Configuration
 - Company structure setup
 - Data models (Succession Data Model, Corporate Data Model)
 - Foundation objects

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SAP - Perfect C_THR81_2605 - Reliable SAP Certified - SAP SuccessFactors Employee Central Core and Position Management (C_THR81_2605) Braindumps Pdf

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SAP Certified - SAP SuccessFactors Employee Central Core and Position Management (C_THR81_2605) Sample Questions (Q204-Q209):

NEW QUESTION # 204

CHALLENGE 1; Business Unit References for Insurance Employee Records A remediation tester finds that affected insurance employee records reference business unit values adjusted after their related position records were first validated. Comparable branch records reference unchanged values and review correctly.

Which validation sequence is most appropriate?

Response:

- A. Change compliance workflow routing first because the affected requests remain with corporate HR administrators.
- B. Expand compliance manager access first so all affected records can be reviewed without checking references.
- **C. Validate affected employee records, confirm related position references, and then decide whether targeted correction is sufficient.**
- D. Copy branch business unit values into affected insurance records because branch records review correctly.

Answer: C

Explanation:

Feedback:

This sequence follows the dependency from business unit references to employee and position context before selecting a correction approach. It avoids treating routing or visibility as the first remediation layer.

NEW QUESTION # 205

CHALLENGE 2; Shared Maintenance Position Context Across Terminals A maintenance assignment can be saved, but manager-facing review later displays inconsistent terminal context. The operations director asks whether the team can proceed if HR data administration verifies maintenance assignments outside the system.

Which response best reflects the performance-versus-governance trade-off?

Response:

- A. Proceed with offline HR verification because it preserves the design schedule and the assignment record saves successfully.
- B. Stop all dockside and maintenance testing until every position record across both port locations is rebuilt.
- C. Open all maintenance positions to terminal managers temporarily so they can confirm assignments faster during validation.
- **D. Narrow the validation set and verify representative maintenance assignments in the system before relying on offline confirmation.**

Answer: D

Explanation:

Feedback:

This option allows controlled progress while preserving system-based evidence for maintenance assignment behavior. It recognizes schedule pressure but does not replace governed validation with offline confirmation.

NEW QUESTION # 206

CHALLENGE 4; Transfer Workflow Routing for Plant Review After a targeted correction to engineering position context, one transfer routes to the expected plant reviewer. Another comparable engineering transfer still remains with corporate HR.

Which next step best avoids a partial-fix trap?

Response:

- A. Apply the same position-context correction to every engineering record and assume routing will align after refresh.
- **B. Retest representative transfer transactions across affected engineering contexts and compare reviewer outcomes.**
- C. Close workflow validation because at least one corrected engineering transfer reached the expected reviewer.
- D. Remove corporate HR visibility from pending workflow requests so plant review becomes the only visible path.

Answer: B

Explanation:

Feedback:

One successful request does not prove that the correction works across comparable engineering contexts. Representative retesting confirms whether the source-context correction consistently supports reviewer determination.

NEW QUESTION # 207

CHALLENGE 2; Facilities Position Context for Building Teams Facilities positions are available during assignment, but some assigned facilities supervisors show a campus context that does not match the building-team model. Academic department assignments behave as expected.

Which validation action best distinguishes facilities position behavior from a general employee creation concern?

Response:

- A. Ask HR administration to complete all facilities assignments centrally until formal validation starts.
- B. Convert affected facilities positions into academic department positions so they follow the working academic assignment pattern.
- **C. Test representative facilities position assignments and manager-facing review results against the intended service unit and campus context.**
- D. Remove campus context from facilities positions so assignment can be completed without campus-based validation.

Answer: C

Explanation:

Feedback:

This action tests whether facilities position context drives the inconsistent review behavior. It compares assignment and review outcomes for the specific building-team model rather than treating the observation as a generic employee creation concern.

NEW QUESTION # 208

A consultant is testing a new hiring transaction in SAP SuccessFactors Employee Central Core and Position Management in a public cloud tenant. During validation, the transaction stops at save with a message that the selected legal entity cannot be used with the chosen business unit and location combination.

The customer recently loaded updated corporate data through an administrative import and wants the issue fixed before user acceptance testing starts. The same location worked in an older test case last week. The project lead wants the smallest change that restores valid hiring behavior without weakening the customer's organizational data controls or creating duplicate foundation records.

Which action should the consultant take first?

Response:

- A. Remove the business unit field from the hiring transaction so the save validation no longer checks the corporate structure.
- **B. Review the imported foundation object relationships and correct the affected legal entity, business unit, and location associations before retesting the transaction.**

- C. Create a duplicate location record for the legal entity so the hiring transaction can bypass the invalid combination.
- D. Grant broader transaction permissions to the recruiting users because save errors often result from role restrictions.

Answer: B

Explanation:

Feedback:

The observable artifact is a save-time validation failure tied to organizational combinations. In Employee Central, hiring transactions depend on valid relationships among foundation objects. Because the issue appeared after a corporate data import and the same location previously worked, the most likely root cause is a changed or broken association in the imported foundation data. Correcting those relationships addresses the upstream dependency while preserving controlled organizational design.

NEW QUESTION # 209

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