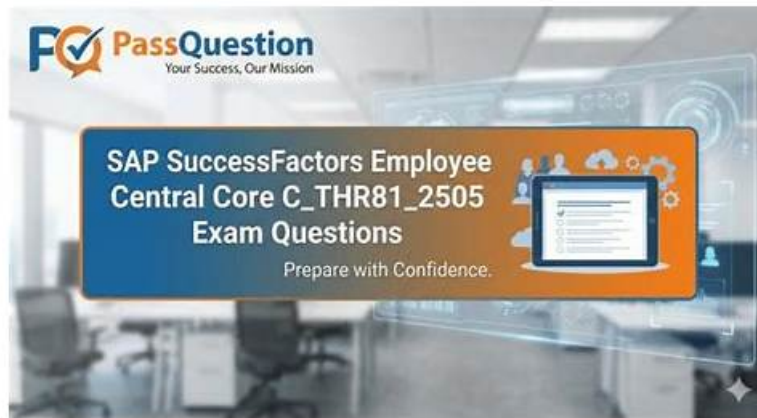


# 100% Pass Quiz SAP - C\_THR81\_2505 - The Best SAP Certified Associate - SAP SuccessFactors Employee Central Core Valid Test Book



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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>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 3	<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 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>

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### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q79-Q84):

#### NEW QUESTION # 79

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. IDoc
- B. Data
- C. SOAP
- D. RFC

**Answer: B,C**

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 # 80

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. jobinfo and organizationInfo
- B. compInfo and payComponentRecurring
- C. personInfo and globalinfo
- D. personalinfo and globalinfo

**Answer: B,D**

Explanation:

In SAP SuccessFactors Employee Central, the People Profile is designed to consolidate related HRIS elements into cohesive blocks for streamlined data management. Specifically, the compInfo (Compensation Information) and payComponentRecurring (Recurring Pay Components) HRIS elements share the same People Profile block. Similarly, the personalinfo (Personal Information) and globalinfo (Global Information) HRIS elements are grouped together within the People Profile. This structured grouping enhances the user experience by providing a unified view of related employee information.

#### NEW QUESTION # 81

Your customer needs to set up a workflow to direct approval processes to the head of a business unit. Which approver type do you use?

- A. Dynamic Group
- B. Role

- C. Dynamic Role
- D. Manager

**Answer: C**

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

A Manager approver type refers to direct line managers, which is different from business unit heads.

Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

#### NEW QUESTION # 82

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

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

**Answer: A,C**

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 # 83

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

□

- A. Respect Permission
- B. No Approver Behavior
- C. Edit Transaction
- D. Context

**Answer: C**

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 84

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