

# SAP C-THR81-2505測試題庫 - C-THR81-2505考試大綱

## SAP C\_THR81\_2505 Exam

### SAP Certified Associate - SAP SuccessFactors Employee Central Core

[https://www.passquestion.com/c\\_thr81\\_2505.html](https://www.passquestion.com/c_thr81_2505.html)



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SAP C-THR81-2505認證考試是目前IT人士報名參加的考試中很受歡迎的一個認證考試。通過了SAP C-THR81-2505認證考試不僅能使你工作和生活帶來提升，而且還能鞏固你在IT領域的地位。但是事實情況是它通過率確很低。

## SAP C-THR81-2505 考試大綱：

主題	簡介
主題 1	<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>
主題 2	<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>
主題 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>
主題 4	<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>

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## C-THR81-2505考試大綱 - C-THR81-2505認證題庫

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找到你想要的幫手和準備考試的工具。VCESoft的考考試資料一定能幫助你獲得C-THR81-2505考試的認證資格。

## 最新的 SAP Certified Associate C-THR81-2505 免費考試真題 (Q62-Q67):

### 問題 #62

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Previous Value
- B. Visibility
- C. Required
- D. PII
- E. Max-length

答案: A,B,C

#### 解題說明:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

#### B. Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

#### C. Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

#### E. Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A. PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

### 問題 #63

How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The onSave ERD rule overrides the event reason value indicated in the import file.
- D. The event reason indicated in the import overrides the onSave ERD rule.

答案: D

#### 解題說明:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

#### A. The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

#### B. The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

#### D. The onSave ERD rule overrides the event reason value indicated in the import file.

This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

### 問題 #64

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 workflow is sent back by any approver
- C. When the workflow is approved by all approvers

- D. When the employee initiates the workflow

答案： C

解題說明：

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

問題 #65

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

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

答案： C,D

解題說明：

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.

問題 #66

Which clause meets the WFD\_Address rule requirement?

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

答案： B

解題說明：

The clause in Option D meets the WFD\_Address rule requirement because it checks the following conditions comprehensively:

Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

問題 #67

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