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SAP C-THR81-2505 Exam

SAP Certified Associate - SAP SuccessFactors Employee Central Core

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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">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">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">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.

C-THR81-2505 Actual Lab Questions & C-THR81-2505 Exam Preparation & C-THR81-2505 Study Guide

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q62-Q67):

NEW QUESTION # 62

How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-field id="cost-center"> then add filter="true"
- C. Go to <hris-element="jobinfo"> then add dg-filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: C,D

NEW QUESTION # 63

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Personal Information
- C. Job Information
- D. Address Information

Answer: A,C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 64

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Higher level object
- C. Valid When association - Lower level object
- D. Composite association - Child object

Answer: B,D

Explanation:

* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 65

Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- **B. Using Actions menu in People Profile**
- C. Using Add New Hire
- D. Deleting a record in history UI

Answer: B

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 66

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 Legal Entity
- **D. Location to Geozone**

Answer: A,D

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 # 67

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