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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q78-Q83):

NEW QUESTION # 78

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate XML and MDF FO field labels
- B. To translate XML FO field labels
- **C. To translate MDF FO field labels**
- D. To translate any generic object field labels in the instance

Answer: C

NEW QUESTION # 79

The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. The manager's approver context is set to Source
- B. The manager has transactions pending approval permission for Personal Information.
- C. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- **D. In the workflow, Respect Permissions was set to No for the notification line to the manager.**

Answer: D

Explanation:

When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 80

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: B

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 81

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Manage Business Configuration > jobInfo
- B. In Configure Object Definitions > Position
- C. In Position Management Settings > Hierarchy Adaptation
- **D. In Position Management Settings > UI Customizing**

Answer: D

Explanation:

The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 82

What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built between an XML FO and another XML FO.
- B. All custom associations should be built as one-to-one.
- C. All custom associations should be built between an MDF FO and another MDF FO.
- **D. All custom associations should be built as one-to-many.**

Answer: D

Explanation:

SAP SuccessFactors recommends that all custom associations between foundation objects (FO) be built as one-to-many. This configuration reflects real-world organizational structures where a single entity, such as a department, can be associated with multiple positions or employees. Implementing one-to-many associations ensures flexibility and scalability in the system, allowing for accurate representation of complex organizational relationships.

NEW QUESTION # 83

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