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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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 4	<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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q82-Q87):

### NEW QUESTION # 82

Which action will trigger a system validation for an in-progress workflow?

- A. Terminating an employee
- B. Updating Job Information with the same effective date
- C. Adding a new employee
- D. Rehiring an inactive employee

**Answer: A**

### NEW QUESTION # 83

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Update the field criteria of the association.
- B. Create a composite association to the new generic object on Legal Entity.
- C. Create a new generic object.
- D. Update the condition and condition values of the association.
- E. Create a composite association on the new generic object to Legal Entity.

**Answer: A,B,C**

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

### NEW QUESTION # 84

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Run a mass change to update positions
- B. Mass copy positions
- C. Nominate a successor for a position

- D. Create a job requisition for a vacant position
- E. Add a lower-level position

**Answer: B,D,E**

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

### NEW QUESTION # 85

In your project, the client asks for a mechanism by which a workflow can be approved by any one of a pool of people. What tool would you use to configure the group?

- A. Manage Permission Groups
- B. Manage Dynamic Roles
- C. Manage Workflow Groups
- D. Manage Workflow Requests

**Answer: C**

Explanation:

To configure a workflow that can be approved by any one member of a designated group, you should use the Manage Workflow Groups tool. This functionality allows the creation of dynamic groups whose members can act as approvers in workflows. When such a group is assigned to a workflow, the approval request is sent to all group members, but only one member needs to take action to approve the workflow.

Options A, B, and C are not suitable for this requirement:

A . Manage Permission Groups

This tool is used to define groups for permission purposes and does not directly relate to workflow approvals.

B . Manage Dynamic Roles

Dynamic Roles are used to assign roles based on certain criteria but are not designed for grouping multiple users for workflow approvals.

C . Manage Workflow Requests

This tool is used to monitor and manage existing workflow requests, not to configure approval groups.

### NEW QUESTION # 86

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Set the externalName field to Data Type = User.
- B. Create one configuration UI for the object.
- C. Set the externalCode field to Data Type = User.
- D. Create a Valid When association for the object.

**Answer: B,C**

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

C . Create one configuration UI for the object.

A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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D. Set the externalCode field to Data Type = User.

The `externalCode` field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

A. Set the externalName field to Data Type = User.

11. Set the externalName field to Data Type 'User'. The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

B. Create a Valid When association for the object.

While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

## NEW QUESTION # 87

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