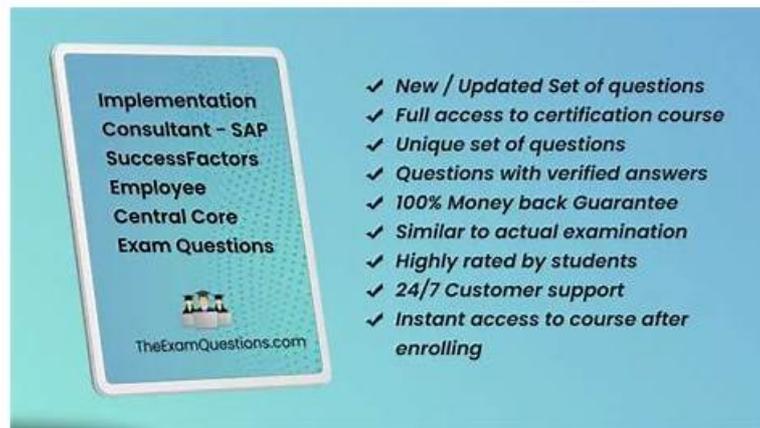# Pass Guaranteed Quiz 2026 Updated C_THR81_2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core Test Questions Vce

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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	• 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	• 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.

C_THR81_2505 Exam Bible & C_THR81_2505 Valid Exam Pattern

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q85-Q90):

NEW QUESTION # 85
You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Position Department to be equal to Job Information. Department.
- B. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The technicalParameters value has NOT been set to SYNC in the position records.

Answer: A,C

Explanation:
* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:
* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.
These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 86
When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule lo meet the above requirements?

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

- D. Option B

Answer: C

Explanation:
To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:
Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".
This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 87
Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.
What is the expected behavior of this workflow?

- A. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- B. The alternate workflow is used when there is a future-dated record entered for the employee.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: B

Explanation:
In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:
Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.
This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 88
Which action will trigger a system validation for an in-progress workflow?

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

Answer: C

NEW QUESTION # 89
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

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

Answer: A

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
Navigate to the <dg-filters> section within the Succession Data Model.
Add an entry for the cost-center object within the <dg-filters> section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in

Employee Central.
Correct answer:
A: Go to <dg-filters> then add cost-center

NEW QUESTION # 90

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