

# 最新C\_THR81\_2505考古題 & C\_THR81\_2505證照考試



P.S. KaoGuTi在Google Drive上分享了免費的、最新的C\_THR81\_2505考試題庫：[https://drive.google.com/open?id=1mTg2s5yRsjmZDHvJiEV\\_Dpgb5upP0SL](https://drive.google.com/open?id=1mTg2s5yRsjmZDHvJiEV_Dpgb5upP0SL)

在這個資訊時代，IT行業被很多人關注，但是在如今人才濟濟的社會裏任然比較缺乏IT人。很多公司都招聘IT人才，他們一般考察IT人才的能力會參考他們擁有的IT相關認證證書，所以擁有一些IT相關的認證證書是受很多公司歡迎的。但是這些認證證書也不是很容易就能拿到的。SAP C\_THR81\_2505 就是一個相當有難度的認證考試，雖然很多人報名參加SAP C\_THR81\_2505考試，但是通過率並不是很高。

## SAP C\_THR81\_2505 考試大綱：

| 主題   | 簡介                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| 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>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>                                                                                                           |
| 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>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>                                                                    |

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## C\_THR81\_2505證照考試 & C\_THR81\_2505考試資料

SAP C\_THR81\_2505 認證證書可以給你很大幫助。它能幫你提升工作職位和生活水準，擁有它你就賺到了很大的一筆財富。SAP C\_THR81\_2505認證考試是一個對IT專業人士的知識水準的檢驗的考試。KaoGuTi研究的最佳的

最準確的SAP C\_THR81\_2505考試資料誕生了。KaoGuTi現在可以為你提供最全面的最佳的SAP C\_THR81\_2505考試資料，包括考試練習題和答案。

## 最新的 SAP Certified Associate C\_THR81\_2505 免費考試真題 (Q75-Q80):

### 問題 #75

Which object supports &&NO\_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Employment Details
- C. Addresses
- D. Job Relationships

答案: A,B

解題說明:

The &&NO\_OVERWRITE&& operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO\_OVERWRITE&& operator.

### 問題 #76

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart
- B. To restrict access to create positions from Manage Positions
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access at the field level when creating positions

答案: A,C

解題說明:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

### 問題 #77

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Enable the field in Succession Data Model.
- C. Enable the auto-delegate permission for users.
- D. Define the delegate relationship in Employee Central.

答案: A,C

解題說明:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

\* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

\* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the

auto-delegation functionality at the framework level.

Correct Answers:

\* B: Enable the auto-delegate permission for users.

\* D: Enable the field in the Corporate Data Model.

#### 問題 #78

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create dynamic groups per each legal entity and add the necessary approver steps.
- **B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- C. Create permission groups for each legal entity and assign them to the HR admin role.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

答案： B

解題說明：

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

#### 問題 #79

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

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

答案： D

解題說明：

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.

#### 問題 #80

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KaoGuTi的C\_THR81\_2505考古題的命中率很高，可以幫助大家一次通過考試。這是經過很多考生證明過的事實。所以不用擔心這個考古題的品質，這絕對是最值得你信賴的考試資料。如果你還是不相信的話，那就趕快自己來體驗一下吧。你绝对会相信我的话的。

**C\_THR81\_2505證照考試:** [https://www.kaoguti.com/C\\_THR81\\_2505\\_exam-pdf.html](https://www.kaoguti.com/C_THR81_2505_exam-pdf.html)

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