

C_THR81_2505 Guaranteed Questions Answers & Training C_THR81_2505 Tools



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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"> 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 3	<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.
Topic 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q84-Q89):

NEW QUESTION # 84

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

Answer: A

Explanation:

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

NEW QUESTION # 85

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-date
- B. is-target
- C. pay-component-code
- D. frequency
- E. value

Answer: A,C,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

A . value

This field captures the monetary amount of the non-recurring payment.

B . pay-component-code

This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

C . pay-date

This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system. It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 86

Which clause meets the WFD_Address rule requirement?

- A. Option B

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

Answer: C

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 87

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

Position Management

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Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes?

Note: There are 2 correct answers to this question.

If

This rule is always true.
To add an expression please uncheck the Always True checkbox.

Then

- Set New Position.Company to be equal to Source Position.Company
- Set New Position.Business Unit to be equal to Source Position.Business Unit
- Set New Position.Division to be equal to Source Position.Division
- Set New Position.Department to be equal to Source Position.Department
- Set New Position.Cost Center to be equal to Source Position.Cost Center
- Set New Position.Employee Class to be equal to Source Position.Employee Class
- Set New Position.Job Code to be equal to Source Position.Job Code
- Set New Position.Job Level to be equal to Source Position.Job Level
- Set New Position.Location to be equal to Source Position.Location
- Set New Position.Pay Grade to be equal to Source Position.Pay Grade
- Set New Position.Regular/Temporary to be equal to Source Position.Regular/Temporary
- Set New Position.FTE to be equal to Source Position.FTE
- Set New Position.Incentive Plan to be equal to Source Position.Incentive Plan
- Set New Position.Parent Position to be equal to Source Position.Parent Position
- Set New Position.wfConfig to be equal to Data Change(DTACHNG)

The Parent Position field should NOT be included in the business rule.

The workflow configuration should NOT be included in the business rule.

The Company field should NOT be included in the business rule.

- A. The workflow configuration should NOT be included in the business rule.
- B. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

- C. The Parent Position field should NOT be included in the business rule.
- D. The Company field should NOT be included in the business rule.

Answer: B,C

Explanation:

C . The Parent Position field should NOT be included in the business rule:

The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

D . The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 88

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. A user can have multiple user ids.
- B. Once generated, you CANNOT change a user id.
- C. Once generated, you CANNOT change a person id external.
- D. A user can have only one user id.
- E. A user can have only one person id external.

Answer: A,B,E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A . Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D . A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E . A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B . A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C . Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such changes should be managed carefully to maintain data integrity.

NEW QUESTION # 89

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