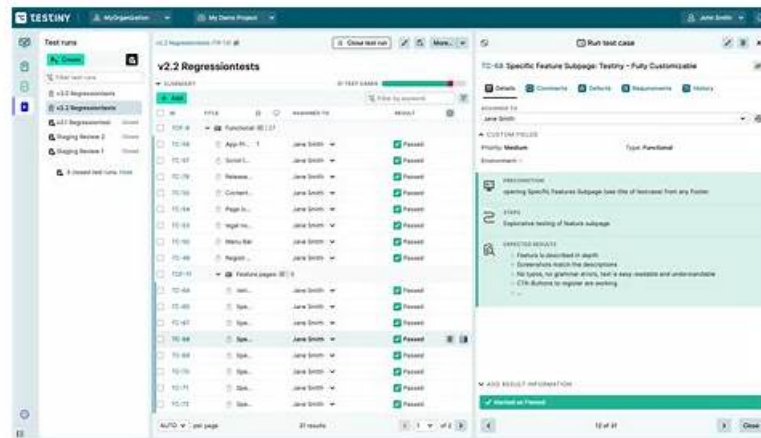


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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q83-Q88):

NEW QUESTION # 83

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

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

Answer: D

NEW QUESTION # 84

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- **C. Data**
- **D. SOAP**

Answer: C,D

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 85

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Biographical Information
- B. Personal Information
- **C. Job Information**
- D. Compensation Information

Answer: C

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.

This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 86

How are business rules handled in Employee Central Quick Actions?

- **A. onView rules are supported when the fields are included in the template.**

- B. onChange rules are supported when the fields are included in the template.
- C. The system does NOT support onPostSave rules.
- D. The system supports all onSave rules.

Answer: A,B

NEW QUESTION # 87

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Base Salary/Current FTE Value) X Previous FTE Value
- B. (Previous FTE Value - Current FTE Value) X Base Salary
- C. (Current FTE Value-Previous FTE Value)/Base Salary
- D. (Base Salary/Previous FTE Value) X Current FTE Value

Answer: D

Explanation:

The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 88

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