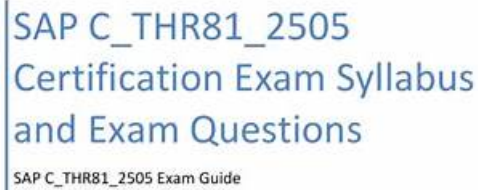


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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C\_THR81\_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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

Topic	Details
Topic 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>
Topic 2	<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 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>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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q66-Q71):

### NEW QUESTION # 66

Which rule supports the Default\_JobClass requirement?

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

**Answer: C**

Explanation:

The rule in Option B supports the Default\_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 67

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

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

**Answer: D**

Explanation:

To set the event date in Compensation Information for the Jobinfo\_FTE\_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.  
Scenario 1: HR Transaction Rules

#### **NEW QUESTION # 68**

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

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

**Answer: B**

#### **NEW QUESTION # 69**

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

- **A. Create a job requisition for a vacant position**
- **B. Add a lower-level position**
- C. Nominate a successor for a position
- D. Run a mass change to update positions
- **E. Mass copy positions**

**Answer: A,B,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 # 70**

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.

- **A. The Parent Position field 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 workflow configuration should NOT be included in the business rule.
- D. The Company field should NOT be included in the business rule.

**Answer: A,B**

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 # 71

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