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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 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	• 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 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q80-Q85):

NEW QUESTION # 80
A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information Model
- B. Employee Information
- C. Job Information
- D. Employee Information Model

Answer: A

Explanation:
When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.
Correct answer:
C: Job Information Model

NEW QUESTION # 81
In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Employee Central Effective Dated Entities
- C. Employee Data
- D. Manage User

Answer: C

Explanation:
The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.
This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.
Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 82
Which action will trigger a system validation for an in-progress workflow?

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

Answer: A

Explanation:
Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.
When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.
This is designed to ensure data consistency and avoid duplicate or conflicting entries.
Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 83
How should you build the IF condition to identity the user when the employee is updating their own Personal Information?

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

Answer: D

Explanation:
To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:
* Checks if the Context.Current User is equal to the Login User.
* Ensures that the rule applies only when the employee is making changes to their own personal data.
This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 84
In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Personal Information
- B. Address Information
- C. Job Information
- D. Pay Component Recurring

Answer: C,D

Explanation:
Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 85
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