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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"> 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 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q16-Q21):

NEW QUESTION # 16

Which action in the THEN statement is used for propagation?

- A. Execute
- **B. Set**
- C. Create
- D. Raise

Answer: B

NEW QUESTION # 17

Which permission controls a user's access to the Edit button in the history of Job Information?

- **A. Job Information Actions > Correct**
- B. Edit Link > Edit/Insert
- C. Job Information Actions > Edit/Insert
- D. Job Information Actions > View History

Answer: A

Explanation:

Job Information Actions > Correct permission controls the Edit button in the Job Information history.

This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 18

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. jobinfo and organizationInfo
- **B. personalinfo and globalinfo**
- C. personInfo and globalinfo
- **D. compInfo and payComponentRecurring**

Answer: B,D

Explanation:

In SAP SuccessFactors Employee Central, the People Profile is designed to consolidate related HRIS elements into cohesive blocks for streamlined data management. Specifically, the compInfo (Compensation Information) and payComponentRecurring (Recurring Pay Components) HRIS elements share the same People Profile block. Similarly, the personalinfo (Personal Information) and globalinfo (Global Information) HRIS elements are grouped together within the People Profile. This structured grouping enhances the user experience by providing a unified view of related employee information.

NEW QUESTION # 19

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?

NEW QUESTION # 21

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