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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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 4	<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>

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# SAP SuccessFactors Employee Central Core Practice Materials

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q49-Q54):

### NEW QUESTION # 49

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 # 50

Which clause meets the WFD\_Address rule requirement?

The screenshot shows the SAP Fiori interface for 'HR Transaction Rules'. The rule is defined as follows:

```
Scenario 1: HR Transaction Rules
6 of 10
Which clause meets the WFD_Address rule requirement?

① if # Address.wConfig is not equal to Address Change
  Then
    Set Address.wConfig to be equal to Address Change(AddressChange)

② if # Address.Address1 is equal to Null
  Then
    Set Address.wConfig to be equal to Address Change(AddressChange)

③ if # Address.City is equal to Null
  Then
    Set Address.wConfig to be equal to Address Change(AddressChange)

④ if # Address.CountryRegion is equal to Null
  Then
    Set Address.wConfig to be equal to Address Change(AddressChange)

⑤ if
  This rule is always true.
  To add an expression please uncheck the Always True checkbox.
  Then
    Set Address.wConfig to be equal to Address Change(AddressChange)
```

- 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 # 51**

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the business unit object definition
- B. A Composite association in the business unit object definition
- **C. A Valid When association in the division object definition**
- D. A Composite association in the division object definition

**Answer: C**

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

**NEW QUESTION # 52**

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 # 53**

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- **A. Enable the field in the Corporate Data Model.**
- B. Define the delegate relationship in Employee Central.
- **C. Enable the auto-delegate permission for users.**
- D. Enable the field in Succession Data Model.

**Answer: A,C**

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

### Correct Answers:

B: Enable the auto-delegate permission for users.

D: Enable the field in the Corporate Data Model.

## NEW QUESTION # 54

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