

# SAP C\_THR81\_2505 SAP Certified Associate - SAP SuccessFactors Employee Central Core Dumps - Easy To Prepare Exam [2026]



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

Topic	Details
Topic 1	<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 2	<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 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>• <b>Employee Central Core:</b> 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 Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q29-Q34):

#### NEW QUESTION # 29

Fields in the termination screen are configured in which hris-element?

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

**Answer: D**

Explanation:

Fields displayed on the termination screen are configured in the Employment Information HRIS element. This element contains employment-specific details, such as hire dates, termination dates, and reasons for termination.

Other HRIS elements like Personal Information, Compensation Information, and Job Information do not manage termination-specific configurations

#### NEW QUESTION # 30

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

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

**Answer: B**

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

\* Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change". This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 31

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- **B. Hire**
- C. Data change
- **D. Termination**

**Answer: B,D**

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

### NEW QUESTION # 32

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- **C. SAP Business Accelerator Hub**

**Answer: C**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

### NEW QUESTION # 33

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Picklist Value External Code
- **B. Picklist Code**
- C. Picklist Value ID
- D. Legacy Picklist ID

**Answer: B**

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

A . Picklist Value ID

This refers to individual entries within a picklist and is not used to define the source of valid values for a field.

C . Legacy Picklist ID

Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.

D . Picklist Value External Code

This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

### NEW QUESTION # 34

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