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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q46-Q51):

NEW QUESTION # 46

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

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

Answer: A,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 # 47

Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Move Position with Supervisor on Job Information change
- B. Follow Up Activity in Position
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Automated Daily Hierarchy Adaptation

- E. To Be Hired Status Adaptation

Answer: B,D,E

Explanation:

The following processes in Position Management are controlled from the Position Management Settings:

Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).

Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.

To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events. These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 48

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?



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

Answer: A

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 # 49

In which section in the Manage Permission Roles tool do you set Biographical Information?

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

Answer: D

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 # 50

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- **D. Go to <dg-filters> then add cost-center**

Answer: D

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

A: Go to <dg-filters> then add cost-center

NEW QUESTION # 51

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