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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q76-Q81):

NEW QUESTION # 76

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Employment Details
- B. Job History
- C. Job Relationships
- D. Addresses

Answer: A,B

Explanation:

The `&&NO_OVERWRITE&&` operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the `&&NO_OVERWRITE&&` operator.

NEW QUESTION # 77

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[EVENT_REASON]]
- C. [[SUBJECT_USER]]
- D. [[RECIPIENT_NAME]]

Answer: B,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are supported:

`[[SUBJECT_USER]]`: Refers to the user for whom the alert is generated.

`[[EVENT_REASON]]`: Refers to the event reason triggering the alert.

Correct Answers:

A: `[[SUBJECT_USER]]`

B: `[[EVENT_REASON]]`

NEW QUESTION # 78

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- B. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- C. The technicalParameters value has NOT been set to SYNC in the position records.
- D. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.

Answer: A,B

Explanation:

B . The technicalParameters column with a value of SYNC has NOT been included in the import file:

When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 79

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

□

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

Answer: B

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 # 80

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

- A. Employee View
- B. Employee Central Effective Dated Entities
- C. Manage User
- 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 # 81

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