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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 (Q13-Q18):

NEW QUESTION # 13
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 Succession Data Model.
- B. Enable the auto-delegate permission for users.
- C. Define the delegate relationship in Employee Central.
- D. Enable the field in the Corporate Data Model.

Answer: B,D

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 # 14
How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. onChange rules are supported when the fields are included in the template.
- C. onView rules are supported when the fields are included in the template.
- D. The system does NOT support onPostSave rules.

Answer: B,C

NEW QUESTION # 15
Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note:
There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- B. The workflow configuration should NOT be included in the business rule.
- C. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- D. The Parent Position field should NOT be included in the business rule.

Answer: C,D

Explanation:
* C. The Parent Position field should NOT be included in the business rule:
* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:
* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.
Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 16
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 lo meet the above requirements?

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

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 # 17
The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. The manager's approver context is set to Source
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C. The manager has transactions pending approval permission for Personal Information.
- D. In the workflow, Respect Permissions was set to No for the notification line to the manager.

Answer: D

Explanation:
When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 18
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