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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>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 3	<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>
Topic 4	<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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q62-Q67):

### NEW QUESTION # 62

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Location field as onChange
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

### Answer: A

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

Base Object: Job Information

Trigger Event: Assigned to the Location field with the event set to onChange.

This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

### NEW QUESTION # 63

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.

- B. Create a new generic object.
- C. Create a composite association on the new generic object to Legal Entity.
- D. Update the field criteria of the association.
- E. Update the condition and condition values of the association.

**Answer: A,B,D**

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

#### NEW QUESTION # 64

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 # 65

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- B. By association, using the 3-letter ISO code of the country in the Condition Values
- C. By association, using the countryOfRegistration.code in the Condition
- D. By association, using the countryOfRegistration.code in the Source Filter Criteria

**Answer: A,C**

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

## NEW QUESTION # 66

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

**Answer: A**

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 # 67

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