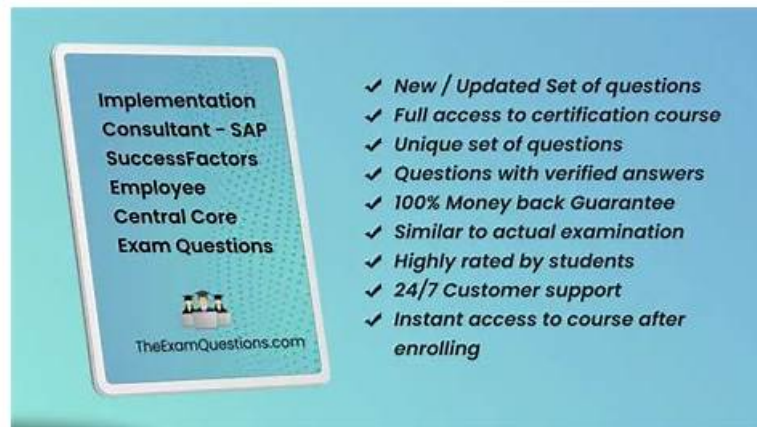


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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q20-Q25):

NEW QUESTION # 20

Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Updating Job Information with the same effective date
- C. Rehiring an inactive employee
- **D. Terminating an employee**

Answer: D

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 21

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

Answer: C

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 # 22

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information Model
- B. Job Information
- **C. Job Information Model**
- D. Employee Information

Answer: C

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

Correct answer:

C: Job Information Model

NEW QUESTION # 23

Which clause meets the WFD Address rule requirement?

Scenario 1: HR Transaction Rules

8 of 10

Which clause meets the WFD Address rule requirement?

☐ If

Addresses.wfConfigName is not equal to Address Change

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☐ If

or

Addresses.Address1 is equal to Null

Addresses.City is equal to Null

Addresses.Country/Region is equal to Null

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☐ If

and

Addresses.Address1 is equal to Null

Addresses.City is equal to Null

Addresses.Country/Region is equal to Null

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

☒ If

☒ This rule is always true.
To add an expression please uncheck the Always True checkbox

Then

Set Addresses.wfConfig to be equal to Address Change(AddressChange)

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

Answer: B

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

- * Address is not equal to Null.
- * City and CountryRegion are equal to Null.
- * When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 24

What is the recommended practice to start the event reason derivation rules?

- **A. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.**
- B. The first IF clause must be set to Always True.
- C. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- D. The first IF clause must be blank

Answer: A

Explanation:

The recommended practice to start event reason derivation rules is to begin with a condition that checks if the event reason value is NULL. If the value is NULL, the rule skips the event reason derivation process. This approach prevents unnecessary processing and ensures that only valid scenarios trigger further rule logic, improving system performance and accuracy.

Scenario 1: HR Transaction Rules

NEW QUESTION # 25

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