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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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 4	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q32-Q37):

NEW QUESTION # 32
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

- A. onChange rules
- B. onSave rules
- C. onView rules
- D. onInit rules

Answer: A,B

Explanation:
Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:
A . onChange rules
These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.
C . onSave rules
These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.
onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 33
How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

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

Answer: A,D

NEW QUESTION # 34
How do you configure alert recipients?

- A. Recipients are configured as workflow contributors.
- B. Recipients are configured within the EC Alerts business rule.
- C. Recipients are configured as workflow approvers.
- D. Recipients are configured in Manage Data.

Answer: C

NEW QUESTION # 35
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?
☐

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

Answer: B

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 # 36
Which action will trigger a system validation for an in-progress workflow?

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

Answer: A

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 # 37
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