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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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 (Q37-Q42):

NEW QUESTION # 37

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Visibility
- B. Previous Value
- C. Max-length
- D. PII
- E. Required

Answer: A,B,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 38

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Personal Id External
- B. Username
- C. Event Date
- D. User Id

Answer: A,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B . Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

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D . Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A . Username

The username is associated with system login credentials and is not a required field for importing personal information.

C . User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 39

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- B. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- C. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$
- D. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$

Answer: B

Explanation:

The formula $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$ ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 40

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

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

Answer: B

NEW QUESTION # 41

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

- A. Option A
- B. Option B

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