Quiz SAP C_THR81_2505 - SAP Certified Associate - SAP SuccessFactors Employee Central Core Fantastic Certificate Exam

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our experts have rewritten the textbooks according to the exam outline of C_THR81_2505, and have gathered all the key difficulties and made key notes, so that you can review them in a centralized manner. Experts also conducted authoritative interpretations of all incomprehensible knowledge points through examples and other methods. The expressions used in C_THR81_2505 Learning Materials are very easy to understand. Even if you are an industry rookie, you can understand professional knowledge very easily. The C_THR81_2505 training torrent will be the best study guide for you to obtain your certification.

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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q16-Q21):

NEW QUESTION # 16
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 # 17
Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.
Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 18
Which clause meets the WFD_Address rule requirement?

Scenario 1: HR Transaction Rules

Which clause meets the WFD_Address rule requirement?

○ ☐ If

> Addresses.wfConfig.Name is not equal to   Address Change

Then

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

○ ☐ If

> Addresses.Address1 is equal to   Null
>
> or — 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

> Addresses.Address1 is equal to   Null
>
> and — 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 C
- D. Option B

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 # 19

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

Answer: A,C,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 # 20

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

- A. (Previous FTE Value - Current FTE Value) X Base Salary
- B. (Base Salary/Current FTE Value) X Previous FTE Value
- C. (Base Salary/Previous FTE Value) X Current FTE Value
- D. (Current FTE Value-Previous FTE Value)/Base Salary

Answer: C

Explanation:
The formula (Base Salary / Previous FTE Value) X 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 # 21

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