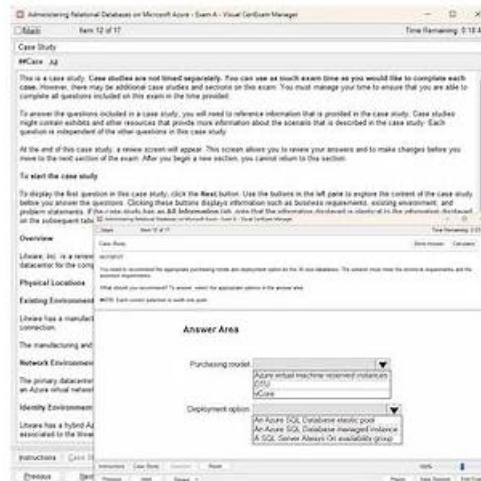


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## 2026 High Pass-Rate SAP C\_THR81\_2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core Valid Exam Vce Free

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

### NEW QUESTION # 27

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

**Answer: B**

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 # 28

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. Customers can grant access to the dashboard to partners.**
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. Customers can use the dashboard in the dev, test, and production tenants.
- **D. It can be accessed by using SAP For Me.**

**Answer: A,D**

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

### NEW QUESTION # 29

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

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

**Answer: B,D**

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.

SAP Help Portal

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.

SAP Help Portal

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 # 30

Which rule supports the Default \_JobClass requirement?

**Scenario 1: HR Transaction Rules**

15 of 15

Which rule supports the Default \_JobClass requirement?

☐ A

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

Then

- Set Job Information Model.Job Title Value to be equal to Job Information Model.Job Title Value
- Set Job Information Model.Pay Grade Value to be equal to Job Information Model.Pay Grade Value
- Set Job Information Model.Employee Class Value to be equal to Job Information Model.Employee Class Value

☐ B

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

Then

- Set Job Information Model.Job Title Value to be equal to Job Information Model.Job Classification Value.Job Title Default Value
- Set Job Information Model.Pay Grade Value to be equal to Job Information Model.Job Classification Value.Pay Grade
- Set Job Information Model.Employee Class Value to be equal to Job Information Model.Job Classification Value.Employee Class

☐ C

Job Information Model.Job Classification Value is NULL

Then

- Set Job Information Model.Job Title Value to be equal to Job Information Model.Job Classification Value.Job Title Default Value
- Set Job Information Model.Pay Grade Value to be equal to Job Information Model.Job Classification Value.Pay Grade
- Set Job Information Model.Employee Class Value to be equal to Job Information Model.Job Classification Value.Employee Class

☐ D

Job Information Model.Job Title Value is not equal to Job Information Model.Job Title Previous Value

OR

Job Information Model.Pay Grade Value is not equal to Job Information Model.Pay Grade Previous Value

OR

Job Information Model.Employee Class Value is not equal to Job Information Model.Employee Class Previous Value

Then

- Set Job Information Model.Job Title Value to be equal to Job Information Model.Job Title Value
- Set Job Information Model.Pay Grade Value to be equal to Job Information Model.Pay Grade Value
- Set Job Information Model.Employee Class Value to be equal to Job Information Model.Employee Class Value

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

**Answer: B**

Explanation:

The rule in Option B supports the Default \_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 31

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

**Workflow Configuration**

\* Workflow ID:

Name:

Description:

Future Dated Alternate Workflow:

**Step 1**

Approver Type *	Approver Role *	<input checked="" type="checkbox"/> Edit Transaction	<input type="checkbox"/> Approve	Relationship to Approver *	No Approver Behavior	Respect Permission
<b>Workflow Contributor</b>						
Contributor Type *	Contributor *	<input checked="" type="checkbox"/> Edit Transaction	<input type="checkbox"/> Approve	Relationship to Contributor *	Context	Respect Permission
<b>CC Role</b>						
CC Role Type *	CC Role *	<input checked="" type="checkbox"/> Edit Transaction	<input type="checkbox"/> Approve	Relationship to CC Role *	Context	Respect Permission
					Respect Permission	Break Template Group

- A. Edit Transaction
- B. No Approver Behavior
- C. Respect Permission
- D. Context

**Answer: A**

**Explanation:**

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

\* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

\* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

## NEW QUESTION # 32

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