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Study C-THR81-2505 Material | Pass-Sure C-THR81-2505: SAP Certified Associate - SAP SuccessFactors Employee Central Core

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q56-Q61):

NEW QUESTION # 56

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

☐

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

Answer: B

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.

* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 57

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit with Route Change
- B. Edit Attachment Only
- C. Edit without Route Change
- D. No edit

Answer: A

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change. This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

NEW QUESTION # 58

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?

Refer to the screenshot to answer the question

□

- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Self-Source - Initiator
- C. By selecting in Step 1: Role - Employee HR-Source- Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: A

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

* Approver Type: Manager

* Approver Role: Manager

* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 59

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
 - * By selecting in Step 2: Position Relationship - Parent Position - Target
- B. By selecting in Step 1. Role-Manager - Source
 - * By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Manager - Source

- * By selecting in Step 2. Role-Manager Manager - Target
- D. By selecting in Step 1: Role - Self-Source
- * By selecting in Step 2. Role- Manager - Target

Answer: B

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

Step 1: Role - Manager - Source (current manager of the employee).

Step 2: Role - Manager - Target (future manager of the employee).

This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 60

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

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

Answer: B

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 # 61

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