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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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	• 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 (Q58-Q63):

NEW QUESTION # 58
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: C

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 # 59
When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule lo meet the above requirements?

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

Answer: A

Explanation:
To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:
Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".
This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 60
You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.
What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Position Department to be equal to Job Information.

Department.
- B. The technicalParameters value has NOT been set to SYNC in the position records.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.

Answer: A,C

Explanation:
* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:
* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.
These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 61
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

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

Answer: A,D

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 # 62
Which rule supports the Default_JobClass requirement?

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

Answer: C

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 # 63
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