C-THR81-2505 Reliable Test Objectives, Exam C-THR81-2505 Dump

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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	• 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q74-Q79):

NEW QUESTION # 74
How do you configure alert recipients?

- A. Recipients are configured as workflow approvers.
- B. Recipients are configured in Manage Data.
- C. Recipients are configured within the EC Alerts business rule.
- D. Recipients are configured as workflow contributors.

Answer: A

NEW QUESTION # 75
The employee is changing their marital status. Once the workflow is approved, the manager gets a notification via e-mail that this change has been processed. The manager then goes into the system and checks the workflow, but notices that they can see more fields than the ones for which they should receive a notification (Name, Marital Status, and Nationality) Why is that?

- A. The manager's approver context is set to Source
- B. There is a rule that sets up the visibility for the fields in Personal Information and this applies when checking the workflow.
- C. The manager has transactions pending approval permission for Personal Information.
- D. In the workflow, Respect Permissions was set to No for the notification line to the manager.

Answer: D

Explanation:
When the manager can view more fields than they should, it is typically because in the workflow configuration, the Respect Permissions setting for the notification line to the manager was set to No. This means that the system does not enforce field-level permissions when the manager views the workflow.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 76
Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the second workflow.
- B. The system will cancel the first workflow.
- C. The system will allow both workflows to continue.
- D. The system will reject both workflows.

Answer: C

Explanation:
When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.
Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 77
Your customer needs to set up a workflow to direct approval processes to the head of a business unit.
Which approver type do you use?

- A. Dynamic Role
- B. Dynamic Group
- C. Role
- D. Manager

Answer: A

Explanation:
To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.
A Manager approver type refers to direct line managers, which is different from business unit heads.
Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 78
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location: Assigned to Timezone field as onChange
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Job Information; Assigned to Location field as onChange

Answer: D

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:
* Base Object: Job Information
* Trigger Event: Assigned to the Location field with the event set to onChange.This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 79
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