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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 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 4	• 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.

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

NEW QUESTION # 27
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 Attachment Only
- B. Edit without Route Change
- C. Edit with Route Change
- D. No edit

Answer: C

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 # 28
You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.
What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <association> as part of <hris-element id="jobInfo">
- B. <field-criteria> as part of <hris-field="location">
- C. <association> as part of <hris-element id="location">
- D. <field-criteria> as part of <hris-field="company">

Answer: B,C

Explanation:
To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:
* Define the Association in the Location Object:
* In the location object definition, add an <association> element to link it to the legalEntity object.
This association should be defined within the <hris-element id="location"> section.
* Configure Field Criteria for the Location Field:
* Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris- field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.
Therefore, the correct answers are:
* B: <field-criteria> as part of <hris-field id="location">
* D: <association> as part of <hris-element id="location">
These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 29
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. Create a composite association on the new generic object to Legal Entity.
- B. Update the field criteria of the association.
- C. Create a new generic object.
- D. Create a composite association to the new generic object on Legal Entity.
- E. Update the condition and condition values of the association.

Answer: B,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 # 30
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 Location field as onChange
- C. Base Object: Job Information; Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

Answer: B

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 # 31

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

Answer: D

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 # 32

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