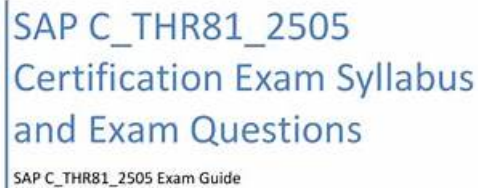


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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q72-Q77):

NEW QUESTION # 72

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

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

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 # 73

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 to meet the above requirements?

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

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 # 74

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave; Base Object: Legal Entity
- **B. Event Type: onInit; Base Object: Standard Hours**
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onEdit; Base Object: Employee Information

Answer: B

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 75

How do you configure alert recipients?

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

Answer: A

NEW QUESTION # 76

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

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

Answer: A,C

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.

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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 # 77

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