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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q28-Q33):

### NEW QUESTION # 28

Which object supports `&&NO_OVERWRITE&&` in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Job History**
- C. Addresses
- D. Employment Details**

**Answer: B,D**

Explanation:

The `&&NO_OVERWRITE&&` operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the `&&NO_OVERWRITE&&` operator.

### NEW QUESTION # 29

Which of the following can you use to explore released APIs?

- A. SAP Integration Suite
- B. SAP Application Interface Framework
- C. SAP Business Accelerator Hub**

**Answer: C**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

### NEW QUESTION # 30

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

□

What is the expected behavior of this workflow?

- A. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.
- B. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. The alternate workflow is used when there is a future-dated record entered for the employee.

**Answer: D**

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:  
Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

### NEW QUESTION # 31

Which rule can effectively catch all unspecified events in a transaction?

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

**Answer: B**

Explanation:

The rule in Option B effectively captures all unspecified events in a transaction because:

It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.

This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 32

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. **[[SUBJECT\_USER]]**
- B. **[[RECIPIENT\_NAME]]**
- C. **[[HRIS\_ELEMENT]]**
- D. **[[EVENT\_REASON]]**

**Answer: A,D**

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

- \* **[[SUBJECT\_USER]]**: Refers to the user for whom the alert is generated.
- \* **[[EVENT\_REASON]]**: Refers to the event reason triggering the alert.

Correct Answers:

- \* A: **[[SUBJECT\_USER]]**
- \* B: **[[EVENT\_REASON]]**

### NEW QUESTION # 33

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