

SAP C_THR81_2505 Exam Dumps - Reliable Way to Pass Exam Instantly



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Are you planning to take the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) certification test and don't know where to download real and updated C_THR81_2505 exam questions? BootcampPDF is offering SAP C_THR81_2505 Dumps questions, especially for applicants who want to prepare quickly for the SAP Certified Associate - SAP SuccessFactors Employee Central Core test. Candidates who don't study from real dumps questions fail to clear the SAP Certified Associate - SAP SuccessFactors Employee Central Core examination in a short time.

SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q23-Q28):

NEW QUESTION # 23

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Personal Information
- C. Pay Component Recurring
- D. Address Information

Answer: A,C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 24

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

Workflow Configuration

The screenshot displays the 'Workflow Configuration' page in SAP SuccessFactors. It includes input fields for 'Workflow ID', 'Name', and 'Description'. Below these are three main sections: 'Step 1', 'Workflow Contributor', and 'CC Role'. Each section contains several configuration options, some of which are marked with question marks. A large 'SAP' logo is visible in the background of the screenshot.

- A. Context
- B. Respect Permission
- C. No Approver Behavior
- D. Edit Transaction

Answer: D

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).
When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 25

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- **B. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria**
- **C. By association, using the countryOfRegistration.code in the Condition**
- D. By association, using the 3-letter ISO code of the country in the Condition Values

Answer: B,C

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 26

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- **A. Set or reset TBH status if an incumbent's FTE is changed**
- **B. Trigger workflows on Job Information if the position changes are synchronized to the incumbents**
- C. Define a specific transition period for a group of positions
- **D. Respect workflow at Copy Position in Position Organizational Chart**
- E. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position

Answer: A,B,D

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:

Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.

B . Respect workflow at Copy Position in Position Organizational Chart:

Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.

E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:

Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 27

What does it mean when a position is subjected to capacity control?

- A. The standard hours are checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- **C. The target FTE is checked to prevent the position from being overstaffed.**
- D. The target FTE is checked to prevent the position from being understaffed.

Answer: C

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the

predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 28

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