

Quiz 2026 SAP Efficient C-THR81-2505 Test Dates

SAP C-THR81-2505 Exam

SAP Certified Associate - SAP SuccessFactors Employee Central Core

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note:
There are 2 correct answers to this question.

- A. Define the delegate relationship in Employee Central.
- B. Enable the field in the Corporate Data Model.
- C. Enable the auto-delegate permission for users.
- D. Enable the field in Succession Data Model.

Answer: B,C

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their

delegates for workflows.

* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

* B: Enable the auto-delegate permission for users.

* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 13

Which action will trigger a system validation for an in-progress workflow?

- A. Updating Job Information with the same effective date
- B. Rehiring an inactive employee
- C. Adding a new employee
- **D. Terminating an employee**

Answer: D

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 14

What is the recommended practice to start the event reason derivation rules?

- A. The first IF clause must be set to Always True.
- B. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.
- C. The first IF clause must be blank
- **D. The first IF clause must check if the event reason value is NULL, then skip the event reason derivation.**

Answer: D

Explanation:

The recommended practice to start event reason derivation rules is to begin with a condition that checks if the event reason value is NULL. If the value is NULL, the rule skips the event reason derivation process. This approach prevents unnecessary processing and ensures that only valid scenarios trigger further rule logic, improving system performance and accuracy.

Scenario 1: HR Transaction Rules

NEW QUESTION # 15

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

Answer: C

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 # 16

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the external_code of an event.
- B. Add a new event.
- C. Change the status.
- D. Add a new language translation.
- E. Change the labels.

Answer: C,D,E

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

A . Add a new language translation

New language translations can be added for events and event reasons to support multilingual organizations.

B . Change the status

You can activate or deactivate events based on organizational needs.

D . Change the labels

Labels for events can be modified for better understanding and alignment with organizational terminology.

C . Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 17

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