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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q80-Q85):

NEW QUESTION # 80
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 alternate workflow is used when there is a future-dated record entered for the employee.
- B. An approver can automatically reroute this request to another employee during vacation.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: A

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 # 81
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

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

Answer: C

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 # 82
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. Enable the field in Succession Data Model.
- B. Define the delegate relationship in Employee Central.

- C. Enable the auto-delegate permission for users.
- D. Enable the field in the Corporate Data Model.

Answer: C,D

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 # 83
In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions based on the granted user's target population
- B. To restrict access to create lower-level positions from the Position Org Chart
- C. To restrict access at the field level when creating positions
- D. To restrict access to create positions from Manage Positions

Answer: A,B

Explanation:
The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:
A . To restrict access to create positions based on the granted user's target population:
This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.
C . To restrict access to create lower-level positions from the Position Org Chart:
This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 84
Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the division object definition
- B. A Valid When association in the business unit object definition
- C. A Composite association in the business unit object definition
- D. A Composite association in the division object definition

Answer: A

Explanation:
To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.
Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 85
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