

2026 C-THR81-2505 Reliable Dumps Ebook - Trustable SAP C-THR81-2505 Detailed Study Plan: SAP Certified Associate - SAP SuccessFactors Employee Central Core



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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"> 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 3	<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.
Topic 4	<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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q74-Q79):

NEW QUESTION # 74

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: D

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 75

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: B

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 76

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the Legal Entity France object in Configure Object Definition.

- B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- C. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- D. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.

Answer: B

Explanation:

To create a custom field that appears only for legal entity France:

Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 77

Which clause meets the WFD_Address rule requirement?

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

Answer: D

Explanation:

The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:

Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 78

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

Answer: A,C,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 # 79

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