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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q21-Q26):

NEW QUESTION # 21

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- A. Legacy Picklist ID
- B. Picklist Value External Code
- C. Picklist Value ID
- D. Picklist Code**

Answer: D

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

A . Picklist Value ID

This refers to individual entries within a picklist and is not used to define the source of valid values for a field.

C . Legacy Picklist ID

Legacy Picklist IDs pertain to older configurations and are not relevant for defining valid value sources in the current framework.

D . Picklist Value External Code

This represents specific external codes for picklist entries and is not used to set the valid values source for a field.

NEW QUESTION # 22

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Compensation Model
- B. Non Recurring Pay Component Model
- C. Compensation Information Model
- D. Job Information Model**

Answer: D

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 23

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Employee Central Effective Dated Entities
- C. Manage User
- D. **Employee Data**

Answer: D

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 24

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate XML and MDF FO field labels
- B. **To translate MDF FO field labels**
- C. To translate XML FO field labels
- D. To translate any generic object field labels in the instance

Answer: B

NEW QUESTION # 25

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. **<association> as part of <hris-element id="location">**
- B. **<field-criteria> as part of <hris-field id="company">**
- C. **<field-criteria> as part of <hris-field id="location">**
- D. **<association> as part of <hris-element id="jobInfo">**

Answer: A,C

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an **<association>** element to link it to the legalEntity object. This association should be defined within the **<hris-element id="location">** section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a **<field-criteria>** element as part of the **<hris-field id="location">**. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block. Therefore, the correct answers are:

B: **<field-criteria> as part of <hris-field id="location">**

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 26

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