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SAP C_THR81_2505 Exam

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">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	<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 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">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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

NEW QUESTION # 81

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

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

Answer: B,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 # 82

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-element="jobInfo"> then add dg-filter="true"
- B. Go to <hris-field id="cost-center"> then add filter="true"
- C. Go to <custom-filters> then add cost-center
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

A: Go to <dg-filters> then add cost-center

NEW QUESTION # 83

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Lower level object
- B. Composite association - Parent object
- C. Valid When association - Higher level object
- D. Composite association - Child object

Answer: C,D

Explanation:

* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 84

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The workflow configuration should NOT be included in the business rule.
- B. The Parent Position field should NOT be included in the business rule.
- C. The Company field should NOT be included in the business rule.
- D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.

Answer: B,D

Explanation:

* C. The Parent Position field should NOT be included in the business rule:

* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 85

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. PII
- B. Max-length
- C. Previous Value
- D. Required
- E. Visibility

Answer: C,D,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 86

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