

C-THR81-2505 Exam Outline - C-THR81-2505 Pdf Free



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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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q62-Q67):

NEW QUESTION # 62

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

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

Answer: C

NEW QUESTION # 63

Which action in the THEN statement is used for propagation?

- A. Execute
- B. Set
- C. Raise
- D. Create

Answer: B

NEW QUESTION # 64

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

Answer: A

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.

Correct answer:

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

NEW QUESTION # 65

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. It can be accessed by using SAP For Me.
- C. Customers can grant access to the dashboard to partners.
- D. It can be used in all SAP S/4HANA Cloud editions.

Answer: B,C

Explanation:

The clean core dashboard offers tools to monitor and maintain clean core operations.

Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.

Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 66

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- B. Define a specific transition period for a group of positions
- C. Respect workflow at Copy Position in Position Organizational Chart
- D. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: C,D,E

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:

Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.

B . Respect workflow at Copy Position in Position Organizational Chart:

Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.

E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:

Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 67

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