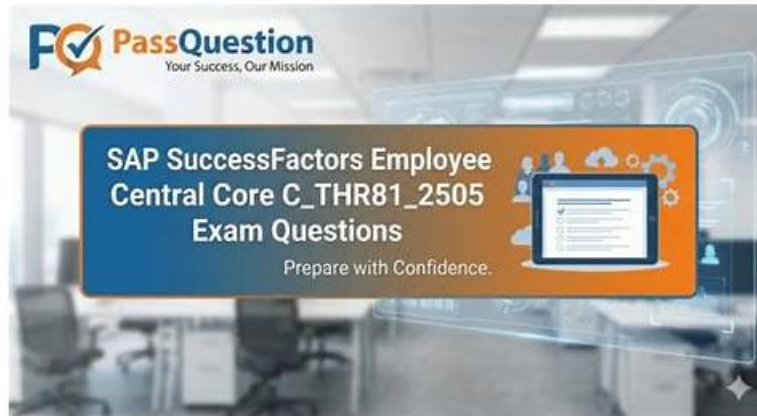


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SAP C-THR81-2505 Exam Syllabus Topics:

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 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 (Q68-Q73):

NEW QUESTION # 68

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- **B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- C. Create permission groups for each legal entity and assign them to the HR admin role.
- D. Create dynamic groups per each legal entity and add the necessary approver steps.

Answer: B

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

* Create a Dynamic Role using the Legal Entity filter.

* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 69

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?

Scenario 2: Approvals for Self-Service

8 of 10

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?

The screenshot shows four options for building an IF condition in a business rule. Each option consists of an 'and' connector followed by two conditions:

- Option A: Context.Current User is not equal to Login User() and Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.
- Option B: Context.Current User is equal to Login User() and Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.
- Option C: Context.Current User is equal to Login User() and Personal Information Model.Nationality.Value is equal to Personal Information Model.Nationality.Previous Value.
- Option D: Context.Current User is not equal to Login User() and Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value.

Option C is selected, indicated by a radio button and a blue highlight.

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

Answer: C

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 # 70

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

1 of 10

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

The screenshot shows four options for building an IF condition in a business rule. Each option consists of an 'and' connector followed by two conditions:

- Option A: Login User() is equal to Context.Current User.Job Information Supervisor and Job Information Model.Event Reason.Value is equal to Location Change (D0100).
- Option B: Context.Current User is equal to Job Information Model.Job Information Supervisor and Job Information Model.Event Reason.Value is equal to Location Change (D0100).
- Option C: Login User() is equal to Job Information Model.Event Reason.Value and Job Information Model.Event Reason.Value is equal to Location Change (D0100).
- Option D: Is User in Permission Group (User ID: Login User() and Permission Group Name: HR Admin) is equal to Yes and Job Information Model.Event Reason.Value is equal to Location Change (D0100).

Option C is selected, indicated by a radio button and a blue highlight.

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

Answer: C

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 71

How do you enable the Cost Center field in Job Information to be a People Pool category in Manage Permission Groups?

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

Answer: C,D

NEW QUESTION # 72

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Rules for Hire/Rehire
- B. Trigger Workflows
- C. Trigger Rules to Display Internal Job History
- D. Save Changes to Foundation Objects

Answer: A,B

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A . Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

C . Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B . Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D . Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 73

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