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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">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 3	<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 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which method of modifying employee data will trigger an event reason derivation?

- A. Deleting a record in history UI
- B. Using Add New Hire
- C. Using Actions menu in People Profile
- D. Inserting a new record in history UI

Answer: C

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 24

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[HRIS_ELEMENT]]
- B. [[EVENT_REASON]]
- C. [[RECIPIENT_NAME]]
- D. [[SUBJECT_USER]]

Answer: B,D

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are supported:

[[SUBJECT_USER]]: Refers to the user for whom the alert is generated.

[[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

A: [[SUBJECT_USER]]

B: [[EVENT_REASON]]

NEW QUESTION # 25

Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Position Management Settings > UI Customizing
- B. In Manage Business Configuration > jobInfo

- C. In Position Management Settings > Hierarchy Adaptation
- D. In Configure Object Definitions > Position

Answer: A

Explanation:

The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.

NEW QUESTION # 26

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. Context
- **B. Edit Transaction**
- C. No Approver Behavior
- D. Respect Permission

Answer: B

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 27

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.

Which approver type do you use?

- A. Manager
- B. Dynamic Group
- C. Role
- **D. Dynamic Role**

Answer: D

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

A Manager approver type refers to direct line managers, which is different from business unit heads.

Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 28

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