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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q69-Q74):

NEW QUESTION # 69
Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Previous FTE Value - Current FTE Value) X Base Salary
- B. (Base Salary/Current FTE Value) X Previous FTE Value
- C. (Base Salary/Previous FTE Value) X Current FTE Value
- D. (Current FTE Value-Previous FTE Value)/Base Salary

Answer: C

Explanation:
The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.
Scenario 1: HR Transaction Rules

NEW QUESTION # 70
What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

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

Answer: A,B,C

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 # 71
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
  *By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  *By selecting in Step 2: Position Relationship - Parent Position - Target
- C. By selecting in Step 1: Role - Manager - Source
  *By selecting in Slep 2. Role-Manager Manager - Target
- D. By selecting in Step 1. Role-Manager - Source
  *By selecting in Step 2: Role - Manager - Target

Answer: D

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
* Step 1: Role - Manager - Source (current manager of the employee).
* Step 2: Role - Manager - Target (future manager of the employee).This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 72
Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?
Note: There are 3 correct answers to this question.

- A. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- B. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- C. Set the Position Code field as read-only in the Position Object Definition
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- E. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules

Answer: A,C,E

Explanation:
To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:
B . Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:
This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.
C . Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:
Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.
E . Set the Position Code field as read-only in the Position Object Definition:
Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system.
These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 73
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. Dynamic Group
- B. Manager
- C. Dynamic Role
- D. Role

Answer: C

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 # 74
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