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100% Pass 2026 SAP C_THR81_2505: Latest SAP Certified Associate - SAP SuccessFactors Employee Central Core Exam Price

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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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q76-Q81):

NEW QUESTION # 76

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service?

Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- B. Set the externalName field to Data Type = User.
- C. Create one configuration UI for the object.**
- D. Set the externalCode field to Data Type = User.**

Answer: C,D

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

- * C. Create one configuration UI for the object.
- * A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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- * D. Set the externalCode field to Data Type = User.

* The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

- * A. Set the externalName field to Data Type = User.
- * The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
- * B. Create a Valid When association for the object.
- * While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 77

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Create Right to Return for Incumbent**
- B. Trigger Rules for Off Cycle Event Batch
- C. Update Rule for Mass Change Run**
- D. Derive Job Requisition Template in Recruiting Integration
- E. Trigger Rules to Calculate Full-Time Equivalent**

Answer: A,C,E

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.

These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 78

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?



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

Answer: C

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method.

The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 79

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Job History
- C. Addresses
- D. Employment Details

Answer: B,D

Explanation:

The &&NO_OVERWRITE&& operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 80

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: **onInit**; Base Object: Standard Hours
- B. Event Type: **onChange**; Base Object: Employee Information
- C. Event Type: **onEdit**; Base Object: Employee Information
- D. Event Type: **onSave**; Base Object: Legal Entity

Answer: A

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: **onInit**

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as **onChange**, **onEdit**, or **onSave** are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 81

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