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SAP C_THR81_2505
Certification Exam Syllabus
and Exam Questions
SAP C_THR81_2505 Exam Guide

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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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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"> 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"> 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 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 (Q68-Q73):

NEW QUESTION # 68

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish release management.

Answer: B,C,D

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

NEW QUESTION # 69

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

Answer: C,D,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 # 70

You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.

What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <association> as part of <hris-element id="location">
- B. <field-criteria> as part of <hris-field="company">
- C. <association> as part of <hris-element id="jobInfo">
- D. <field-criteria> as part of <hris-field="location">

Answer: A,D

Explanation:

To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:

Define the Association in the Location Object:

In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.

Configure Field Criteria for the Location Field:

Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.

Therefore, the correct answers are:

B: <field-criteria> as part of <hris-field id="location">

D: <association> as part of <hris-element id="location">

These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 71

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Update the field criteria of the association.
- B. Create a new generic object.

- C. Update the condition and condition values of the association.
- **D. Create a composite association to the new generic object on Legal Entity.**
- E. Create a composite association on the new generic object to Legal Entity.

Answer: A,B,D

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 72

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question



- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- **B. By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 73

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