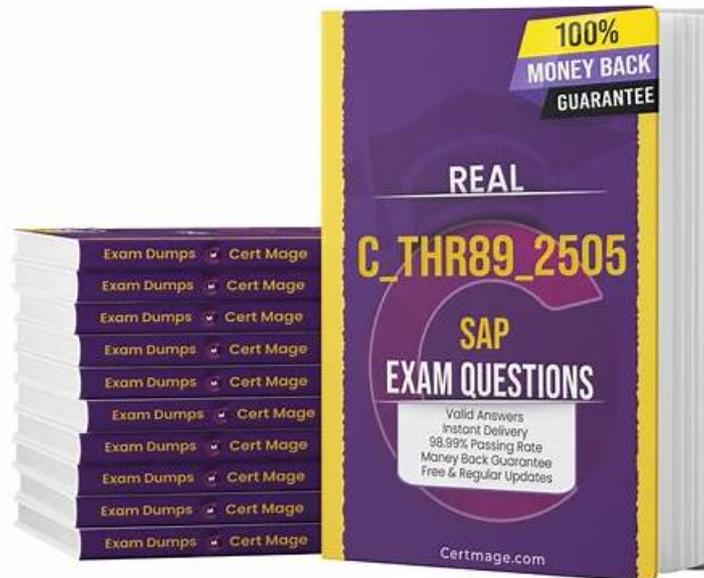# Free PDF Quiz 2026 SAP C_THR81_2505 Accurate Latest Exam Dumps

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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	• 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	• 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 (Q26-Q31):

NEW QUESTION # 26
What does SAP SuccessFactors recommend when you create custom associations between foundation objects (FO)?

- A. All custom associations should be built as one-to-many.
- B. All custom associations should be built between an XML FO and another XML FO.
- C. All custom associations should be built as one-to-one.
- D. All custom associations should be built between an MDF FO and another MDF FO.

Answer: A

Explanation:
SAP SuccessFactors recommends that all custom associations between foundation objects (FO) be built as one-to-many. This configuration reflects real-world organizational structures where a single entity, such as a department, can be associated with multiple positions or employees. Implementing one-to-many associations ensures flexibility and scalability in the system, allowing for accurate representation of complex organizational relationships.

NEW QUESTION # 27
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 - Employee
- 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- Initiator

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 # 28

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

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

Answer: B

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 # 29

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

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

Answer: A,C

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 # 30

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:
The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.
Scenario 1: HR Transaction Rules

NEW QUESTION # 31

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