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SAP C_THR81_2505 Exam

SAP Certified Associate - SAP SuccessFactors Employee Central Core

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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 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 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q15-Q20):

NEW QUESTION # 15

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- B. The technicalParameters value has NOT been set to SYNC in the position records.
- C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- D. The technicalParameters column with a value of SYNC has NOT been included in the import file.

Answer: C,D

Explanation:

B . The technicalParameters column with a value of SYNC has NOT been included in the import file:

When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 16

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

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

Answer: C,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 # 17

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 a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- D. Set the Position Code field as read-only in the Position Object Definition
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code

Answer: A,C,D

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 # 18

How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Answer: C

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

A . The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

B . The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

D . The onSave ERD rule overrides the event reason value indicated in the import file.

This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 19

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Central Effective Dated Entities
- B. Employee View
- C. Employee Data
- D. Manage User

Answer: C

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 20

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