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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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q79-Q84):

NEW QUESTION # 79
An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

Answer: A

Explanation:
In order for an employee to change their nationality information on their own, the IF condition must:
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 80
A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the Legal Entity France object in Configure Object Definition.
- B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- C. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- D. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

Answer: B

Explanation:
To create a custom field that appears only for legal entity France:
Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.
This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 81
Which action in the THEN statement is used for propagation?

- A. Raise
- B. Execute
- C. Create
- D. Set

Answer: D

NEW QUESTION # 82
Which object requires entity-type to be configured in HRIS sync mapping?

- A. compInfo
- B. jobinfo
- C. personInfo
- D. phoneInfo

Answer: D

Explanation:
When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 83
Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.
What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- B. The alternate workflow is used when there is a future-dated record entered for the employee.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: B

Explanation:
In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:
Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 84
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