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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 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 (Q17-Q22):

NEW QUESTION # 17

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- **A. Job Information Model**
- B. Employee Information Model
- C. Job Information
- D. Employee Information

Answer: A

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

C: Job Information Model

NEW QUESTION # 18

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onView rules
- B. onInit rules
- **C. onChange rules**
- **D. onSave rules**

Answer: C,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 19

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

Answer: A

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 # 20

What does it mean when a position is subjected to capacity control?

- A. The standard hours are checked to prevent the position from being overstaffed.
- B. The target FTE is checked to prevent the position from being understaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- **D. The target FTE is checked to prevent the position from being overstaffed.**

Answer: D

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 21

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

Answer: C

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 # 22

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