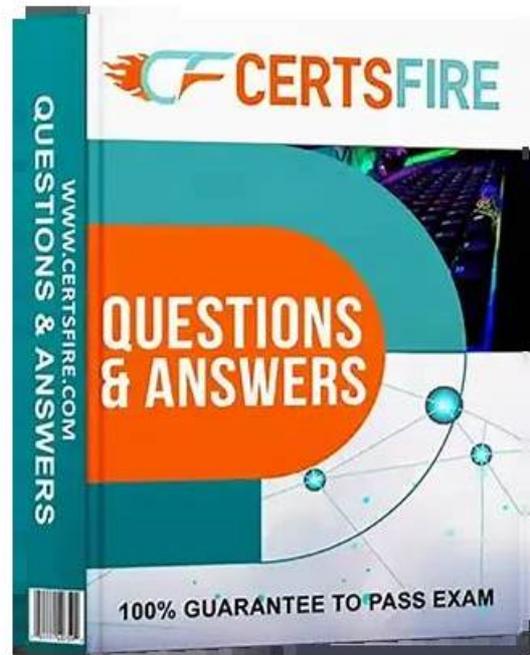


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Hundreds of applicants who register themselves for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C-THR81-2505) certification exam, lack updated practice test questions to prepare successfully in a short time. As a result of which, they don't crack the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C-THR81-2505) examination which causes a loss of time and money and sometimes loss of the encouragement to take the test for the second time.

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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">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 3	<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 4	<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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q34-Q39):

NEW QUESTION # 34

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. `[[RECIPIENT_NAME]]`
- B. `[[EVENT_REASON]]`
- C. `[[HRIS_ELEMENT]]`
- D. `[[SUBJECT_USER]]`

Answer: B,D

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content. The following tags are supported:

`[[SUBJECT_USER]]`: Refers to the user for whom the alert is generated.

`[[EVENT_REASON]]`: Refers to the event reason triggering the alert.

Correct Answers:

A: `[[SUBJECT_USER]]`

B: `[[EVENT_REASON]]`

NEW QUESTION # 35

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

- A. Address Information
- B. Job Information
- C. Pay Component Recurring

- D. Personal Information

Answer: B,C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 36

What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- A. One-to-one
- **B. Composite**
- C. Valid-When
- D. Join By Column

Answer: B

NEW QUESTION # 37

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 # 38

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

Answer: D

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.

