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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 | • 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 | • 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. |

# SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

**NEW QUESTION # 27**

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

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

**Answer: A**

**NEW QUESTION # 28**

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Event Date
- B. Personal Id External
- C. Username
- D. User Id

**Answer: A,B**

Explanation:
When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:
B . Event Date
This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.
SAP Help Portal
D . Person Id External
The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.
SAP Help Portal
Options A and C are not required for importing Personal Information:
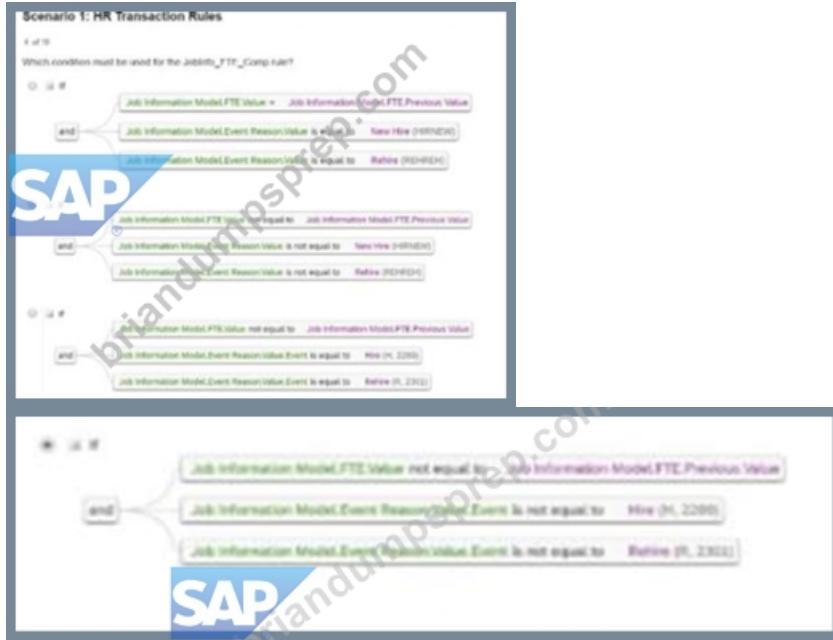A . Username
The username is associated with system login credentials and is not a required field for importing personal information.
C . User Id
The user-id pertains to employment records and is not mandatory for the Personal Information import process.

**NEW QUESTION # 29**

Which condition must be used for the jobinfo_FTE_Comp rule?



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

**Answer: C**

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

**NEW QUESTION # 30**

Which object requires entity-type to be configured in HRIS sync mapping?

- A. jobinfo
- B. compInfo
- 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 # 31**

Which of the following are examples of standard one-to-one associations? Note: There are 2 correct answers to this question.

- A. Department to Division
- B. Pay Range to Legal Entity
- C. Location to Geozone
- D. Location to Legal Entity

**Answer: B,C**

Explanation:
Standard one-to-one associations link objects in a parent-child relationship, where each instance of the parent object is associated with one instance of the child object. Examples include:
Location to Geozone: A location belongs to one specific geozone.
Pay Range to Legal Entity: A pay range is tied to a single legal entity.
Location to Legal Entity and Department to Division are examples of one-to-many associations.


NEW QUESTION # 32

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