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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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	• 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 (Q14-Q19):

NEW QUESTION # 14
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 a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- 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: B,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 # 15
Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The Parent Position field should NOT be included in the business rule.
- C. The workflow configuration should NOT be included in the business rule.
- D. The Company field should NOT be included in the business rule.

Answer: A,B

Explanation:
* C. The Parent Position field should NOT be included in the business rule:
* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.
* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:
* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.
Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

NEW QUESTION # 16
Which rule supports the Default_JobClass requirement?

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

Answer: C

Explanation:
The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.
Scenario 1: HR Transaction Rules

NEW QUESTION # 17
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 18
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- B. By selecting in Step 1: Role - Manager - Source - Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: B

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
Approver Type: Manager
Approver Role: Manager
Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 19
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