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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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 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 (Q84-Q89):

NEW QUESTION # 84
Which rule can effectively catch all unspecified events in a transaction?

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

Answer: B

Explanation:
The rule in Option B effectively captures all unspecified events in a transaction because:
It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 85
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

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

Answer: B,C

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 # 86
How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onSave: Base Object: Legal Entity
- B. Event Type: onInit; Base Object: Standard Hours
- C. Event Type: onEdit; Base Object: Employee Information
- D. Event Type: onChange; Base Object: Employee Information

Answer: B

Explanation:
To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:
Event Type: onInit
This event triggers the rule during the initialization phase of the Add New Employee wizard.
Base Object: Standard Hours
The rule applies to the Standard Hours field, pulling data from the Legal Entity record.
Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

NEW QUESTION # 87
Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. SOAP
- B. Data
- C. IDoc
- D. RFC

Answer: A,B

Explanation:
SAP recommends using SOAP APIs and Data APIs for clean core integrations.
* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 88
How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- B. By association, using the 3-letter ISO code of the country in the Condition Values
- C. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- D. By association, using the countryOfRegistration.code in the Condition

Answer: C,D

Explanation:
The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 89

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