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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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"> 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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q42-Q47):

NEW QUESTION # 42

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$
- B. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$
- C. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- D. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$

Answer: D

Explanation:

The formula $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$ ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 43

Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > Edit/Insert
- B. Job Information Actions > View History
- C. Job Information Actions > Correct
- D. Edit Link > Edit/Insert

Answer: C

Explanation:

Job Information Actions > Correct permission controls the Edit button in the Job Information history.

This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.

Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 44

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 the Position Code field as read-only in the Position Object Definition
- 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
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- D. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code

Answer: A,B,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 # 45

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

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 # 46

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Personal Information
- B. Pay Component Recurring
- C. Job Information
- D. Work Permit Information

Answer: B,C

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 47

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