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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	• 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	• 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	• 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 (Q62-Q67):

NEW QUESTION # 62
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Location field as onChange
- B. Base Object: Location; Assigned to Timezone field as onSave
- C. Base Object: Location: Assigned to Timezone field as onChange
- D. Base Object: Job Information; Assigned to Timezone field as onChange

Answer: A

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:
Base Object: Job Information
Trigger Event: Assigned to the Location field with the event set to onChange.
This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 63
How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The event reason indicated in the import overrides the onSave ERD rule.
- D. The onSave ERD rule overrides the event reason value indicated in the import file.

Answer: C

Explanation:
In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.
Options A, B, and D are not accurate in this context:
A . The event reason is derived using the catch-all rule.
This is incorrect because the event reason in the import file overrides other rules.
B . The event reason must be selected manually.
This is not applicable during the import process, as the event reason is provided in the import file.
D . The onSave ERD rule overrides the event reason value indicated in the import file.
This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 64

What tags are supported in alert messages?
Note: There are 2 correct answers to this question.

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

Answer: A,B

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 # 65
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 Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- D. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules

Answer: A,B,C

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 # 66
Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer
- B. Hire
- C. Data change
- D. Termination

Answer: B,D

Explanation:
Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 67

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