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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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.
Topic 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q57-Q62):

NEW QUESTION # 57

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

Scenario 1: HR Transaction Rules

2 of 10

How do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

Then
Set Spot Bonus Model Employment Details Model Job Information Event Date to be equal to Spot Bonus Model Spot Bonus Employment Details Job In

Then
Set Compensation Information Model Employment Details Model Job Information Event Date to be equal to Job Information Event Date

Then
Set Compensation Information Model Event Date Value to be equal to Compensation Information Model Employment Details Model Job In

Then
Set Job Information Model Employment Details Model Compensation Information Event Date to be equal to Job Information Model Event Date
The rule selects one entry from the selection "Compensation Information" where...

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

Answer: C

Explanation:

To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.

Scenario 1: HR Transaction Rules

NEW QUESTION # 58

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population. How can you define this in one workflow?

- A. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

Answer: A

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 59

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the auto-delegate permission for users.
- B. Enable the field in the Corporate Data Model.
- C. Enable the field in Succession Data Model.
- D. Define the delegate relationship in Employee Central.

Answer: A,B

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

* B: Enable the auto-delegate permission for users.

* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 60

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: C

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 # 61

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. RFC
- **C. Data**
- D. IDoc

Answer: A,C

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 # 62

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