# C_THR81_2505 real exam dumps: SAP Certified Associate - SAP SuccessFactors Employee Central Core & C_THR81_2505 free practice exam



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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. |

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|---|---|
| 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. |

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q36-Q41):

**NEW QUESTION # 36**
What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Mass copy positions
- B. Nominate a successor for a position
- C. Create a job requisition for a vacant position
- D. Add a lower-level position
- E. Run a mass change to update positions

**Answer: A,C,D**

Explanation:
From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:
A . Add a lower-level position:
Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.
C . Create a job requisition for a vacant position:
A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.
E . Mass copy positions:
This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.
These features enhance the efficiency of managing the organizational structure and workforce planning.

**NEW QUESTION # 37**
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 A
- B. Option D
- 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 # 38**
Where do you enable the Incumbent of Parent Position option to filter positions in Hire, MSS Job Information and History?

- A. In Configure Object Definitions > Position
- B. In Manage Business Configuration > jobInfo
- C. In Position Management Settings > Hierarchy Adaptation
- D. In Position Management Settings > UI Customizing

**Answer: D**

Explanation:
The Incumbent of Parent Position option, used to filter positions in Hire, MSS Job Information, and History, is enabled in Position Management Settings > UI Customizing. This configuration allows users to define filtering options for selecting positions, improving usability and ensuring data relevance during employee management processes.
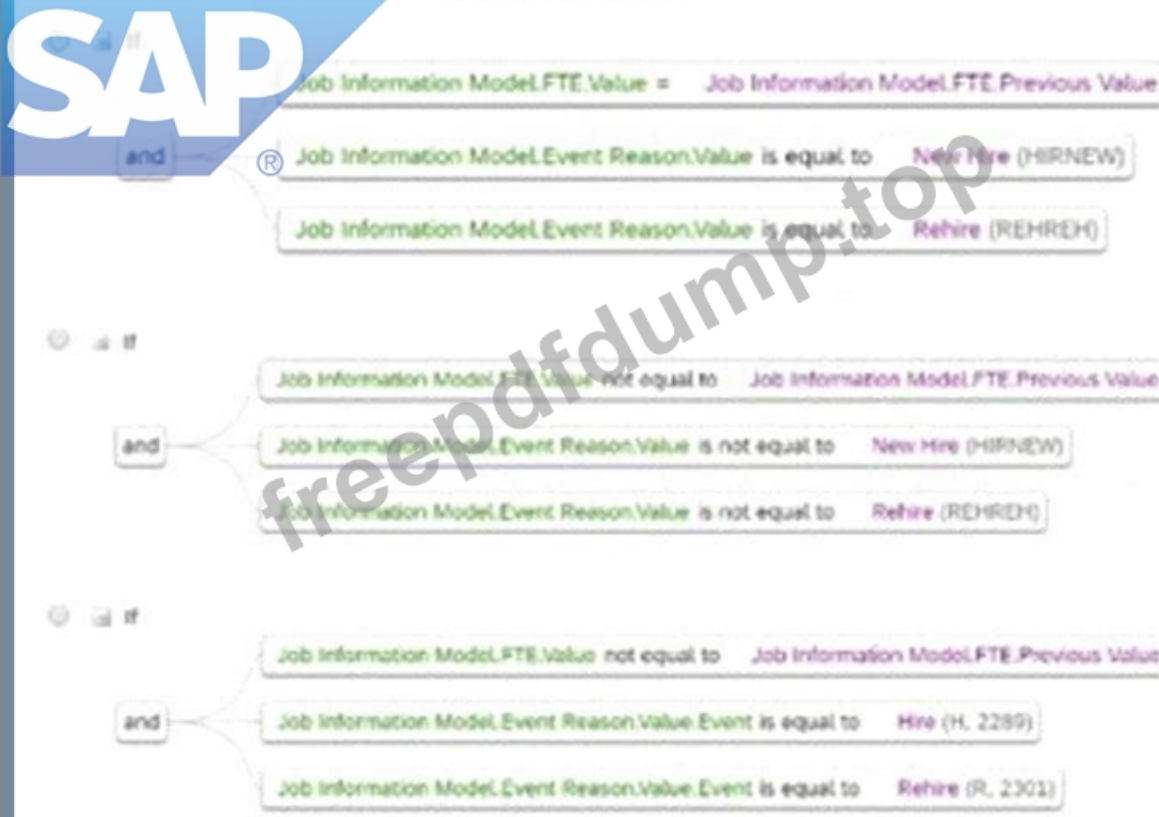
**NEW QUESTION # 39**
Which condition must be used for the jobinfo_FTE_Comp rule?

## Scenario 1: HR Transaction Rules

Which condition must be used for the JobInfo_FTE_Comp rule?

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

**Answer: A**

Explanation:
For the JobInfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.
The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.
Scenario 1: HR Transaction Rules

**NEW QUESTION # 40**
What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Create one configuration UI for the object.
- B. Set the externalCode field to Data Type = User.
- C. Create a Valid When association for the object.
- D. Set the externalName field to Data Type = User.

**Answer: A,B**

Explanation:
To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:
C . Create one configuration UI for the object.
A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.
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D . Set the externalCode field to Data Type = User.
The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.
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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:
A . Set the externalName field to Data Type = User.
The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
B . Create a Valid When association for the object.
While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

**NEW QUESTION # 41**

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