C-THR81-2505 Valid Dumps - C-THR81-2505 Test Question

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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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 (Q30-Q35):

NEW QUESTION # 30
How should you build the IF condition to identity the user when the employee is updating their own Personal Information?

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

Answer: C

Explanation:
To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:
Checks if the Context.Current User is equal to the Login User.
Ensures that the rule applies only when the employee is making changes to their own personal data.
This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 31
What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate any generic object field labels in the instance
- B. To translate XML and MDF FO field labels
- C. To translate MDF FO field labels
- D. To translate XML FO field labels

Answer: C

NEW QUESTION # 32
Which permission controls a user's access to the Edit button in the history of Job Information?

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

Answer: A

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 # 33
Which of the following processes in Position Management are controlled from Position Management Settings?

Note: There are 3 correct answers to this question.

- A. Move Position with Supervisor on Job Information change
- B. Follow Up Activity in Position
- C. Automated Daily Hierarchy Adaptation
- D. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- E. To Be Hired Status Adaptation

Answer: B,C,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.
These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 34
What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

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

Answer: B,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 # 35
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