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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Child object
- B. Valid When association - Lower level object
- C. Valid When association - Higher level object
- D. Composite association - Parent object

Answer: A,C

Explanation:

* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 38

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onSave rules
- B. onView rules
- C. onInit rules
- D. onChange rules

Answer: A,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 39

Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job History
- B. Employment Details
- C. Job Relationships
- D. Addresses

Answer: A,B

Explanation:

The &&NO_OVERWRITE&& operator is supported in imports for:

A . Job History

This ensures that existing job history records are not overwritten during imports.

D . Employment Details

Employment details such as hire dates or termination records can also be preserved using this operator.

Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 40

Which condition must be used for the jobinfo_FTE_Comp rule?

□

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

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 # 41

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

Answer: A

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 # 42

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