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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q30-Q35):

### NEW QUESTION # 30

Which action will trigger a system validation for an in-progress workflow?

- A. Rehiring an inactive employee
- B. Updating Job Information with the same effective date
- **C. Terminating an employee**
- D. Adding a new employee

**Answer: C**

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

### NEW QUESTION # 31

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Employee Transfer Workflow (WF\_Employee\_TTransfer)

Workflow ID	WF_Employee_TTransfer
Name	Employee Transfer Workflow
Description	
Remind In Days	
Is Delegate Supported	No
Alternate Workflow	New Hire Workflow (CC_XX_NEWHIRE_WF)
Redirect CC Users To Workflow Approval Page	No
Escalation	

What is the expected behavior of this workflow?



What is the expected behavior of this workflow?

- A. An approver can automatically reroute this request to another employee during vacation.
- B. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF\_Employee\_Transfer.
- **C. The alternate workflow is used when there is a future-dated record entered for the employee.**
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

**Answer: C**

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

\* Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow. This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

### NEW QUESTION # 32

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. Composite association - Parent object
- D. Valid When association - Higher level object

**Answer: A,D**

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 # 33**

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Manage User
- C. Employee Central Effective Dated Entities
- D. Employee Data

**Answer: D**

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

### **NEW QUESTION # 34**

Manager A initiated a job code change for Employee X with an effectiveness date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the first workflow.
- B. The system will cancel the second workflow.
- C. The system will allow both workflows to continue.
- D. The system will reject both workflows.

**Answer: C**

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

### **NEW QUESTION # 35**

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