

Exam SAP C_THR81_2505 Topic | C_THR81_2505 Detailed Study Dumps

Theo dõi Fanpage: Luyện Thi Tiếng Anh Cùng Cô Phạm Liễu để bắt phá điểm số Tiếng Anh cùng cô các em nhé!



Cô Phạm Liễu

#ThePhamLyGan

TỔNG ÔN
DẠNG BÀI: SẮP XẾP CÂU - TEST 03
KHÓA LIVE N - TỔNG ÔN & LUYỆN ĐỀ

Link điểm danh:



Mark the letter A, B, C, or D on your answer sheet to indicate the correct arrangement of the sentence to make a meaningful paragraph/letter in each of the following questions.

Question 1:

a. Zoe: Oh really? Can it remove people from the background?
b. Liam: I just tried that new AI-powered photo editor!
c. Liam: Yeah, and it even adds realistic shadows. It blew my mind.

A. c - b - a B. b - a - c C. a - c - b D. b - c - a

Question 2:

a. Mai: That is a good step toward protecting the environment.
b. Lan: Our school has started a program to reduce plastic waste.
c. Lan: Yes, we all have a role in caring for the planet.
d. Mai: Small actions like these can lead to real change when everyone joins in.
e. Lan: Students are encouraged to bring reusable bottles and containers.

A. b - d - a - e - c B. d - b - a - c - e C. b - a - e - d - c D. d - c - a - b - e

Question 3:

Dear Maria,

a. I was very concerned to hear about your illness, and I hope that you are receiving the best possible medical care and plenty of rest.
b. If there are any errands I can run for you or if you require any assistance with your household tasks, please let me know.
c. It has come to my attention that you have been feeling unwell recently, and I wanted to reach out to offer my best wishes.
d. Please do not feel pressured to reply to this message immediately, as your primary focus should be on your full recovery.
e. I am thinking of you constantly during this time and I look forward to seeing you back to your usual healthy self.

With warm regards,
Daniel

A. a - c - d - e - b B. c - a - d - b - e C. c - d - b - a - e D. a - e - c - d - b

Question 4:

a. Because of the generous donations from our community, we can continue providing essential medical care to animals in need.
b. The staff worked tirelessly to ensure he was healthy and well prepared for his new life.
c. Finding a home for a rescued pet is the most rewarding part of working at a shelter.
d. Last week, a friendly golden retriever named Max was finally adopted by a kind family after waiting for months.

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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">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 3	<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 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 (Q17-Q22):

NEW QUESTION # 17

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Non Recurring Pay Component Model
- B. Compensation Model
- C. Job Information Model
- D. Compensation Information Model

Answer: C

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 18

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

Answer: B,D

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 # 19

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- B. Respect workflow at Copy Position in Position Organizational Chart
- C. Define a specific transition period for a group of positions
- D. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- E. Set or reset TBH status if an incumbent's FTE is changed

Answer: A,B,E

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:

Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.

B . Respect workflow at Copy Position in Position Organizational Chart:

Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.

E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:

Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 20

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields? Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.
- B. Update the condition and condition values of the association.
- C. Update the field criteria of the association.
- D. Create a composite association on the new generic object to Legal Entity.
- E. Create a new generic object.

Answer: A,C,E

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 21

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR - Source - Employee
- **B. By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

Answer: B

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 22

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