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SAP C_THR81 Exam Syllabus Topics:

Section	Objectives
Configuration and Integration	- MDF framework configuration 1. Rules and business logic configuration 2. Object definition and associations
	- Integration with SAP SuccessFactors modules 1. Integration with Payroll and Time Management (overview) 2. Integration with Recruiting Management
	- Employee master data management 1. Job information and employment details 2. Personal data and employment records
Employee Central Core Configuration	- Data models and foundation objects 1. Corporate data model and configuration concepts 2. Foundation objects and generic objects (MDF)
	- Position lifecycle processes 1. Position hierarchy and reporting structure 2. Position creation and maintenance
Position Management	- Position model configuration 1. Position-to-job and organizational alignment 2. Position object structure and relationships

- Job changes and lifecycle events

- 1. Transfers, promotions, and compensation changes
- 2. Workflow and approval processes

Business Processes in SuccessFactors Employee Central

- Hiring and onboarding processes

- 1. Recruit-to-hire integration concepts
- 2. Onboarding data flow

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SAP Certified - SAP SuccessFactors Employee Central Core and Position Management (C_THR81_2605) Sample Questions (Q181-Q186):

NEW QUESTION # 181

CHALLENGE 3; Regional Manager Access for Claims Boundaries HR operations proposes a temporary permission change that lets regional managers view all surge-team records while keeping standard claims records restricted by region. The proposal would clear blocked assignments quickly.

Which concern should drive the consultant's recommendation?

Response:

- A. The proposal should be accepted because surge-team positions are temporary and do not require governance evidence.
- B. The proposal proves that the original permissions are correct because only surge-team records need expansion.
- C. The proposal is unacceptable because regional managers should never participate in position validation.
- **D. The proposal may preserve some claims restrictions but still obscure whether surge-team target populations follow the intended regional coverage model.**

Answer: D

Explanation:

Feedback:

The proposed change improves throughput but can still mask whether surge-team access boundaries work as designed. The consultant should evaluate assigned-scope access before accepting even a limited exception.

NEW QUESTION # 182

A consultant is validating position maintenance in a public cloud SAP SuccessFactors Employee Central and Position Management environment before a reorganization freeze ends. In the web-based UI, managers can create new positions, but some newly created positions remain in a draft-like state and cannot be used in downstream planning activities even though the save action completes without error.

Older positions created earlier in the project are available as expected. The customer confirms that the affected positions are all created under a newly introduced position category. The business wants a fix that keeps the category structure intact and avoids asking users to recreate positions manually across multiple departments.

What should the consultant investigate first?

Response:

- **A. Review the configuration dependency tied to the new position category and correct the setting that controls whether saved positions become usable for downstream planning.**
- B. Ask managers to keep using the older position categories until the new category can be removed from the design.
- C. Grant managers broader access to planning activities so the newly created positions become selectable despite their

current state.

- D. Export the affected positions, change their identifiers externally, and reload them under a different category structure.

Answer: A

Explanation:

Feedback:

The save action completes, so basic position creation is functioning. The issue is selective and limited to positions under a newly introduced category, which points to a category-specific dependency controlling downstream usability. Reviewing and correcting that configuration is the most direct way to restore expected behavior without disrupting the category design.

NEW QUESTION # 183

In a public cloud SAP SuccessFactors Employee Central Core and Position Management tenant, a consultant is testing a manager-driven workflow for temporary assignment changes in the web-based UI. The transaction saves and starts workflow correctly, but requests for one employee group are routed directly to final approval instead of passing through the intended intermediate review step.

The issue began after the customer introduced a new employee classification used only for temporary assignment populations.

Existing populations still follow the full approval path. The customer wants the consultant to restore the correct approval sequence without creating separate end-to-end workflows for each classification, because process maintenance must remain simple after go-live.

What is the best corrective action?

Response:

- A. Add the intermediate approver to the final approval step so all assignment changes receive review before completion.
- B. Ask managers to route temporary assignment changes through HR administrators until the classification design is revisited later.
- C. Create a separate workflow for the new employee classification so the intermediate review step can be hardcoded for that group.
- **D. Review the rule or condition that inserts the intermediate review step, then correct the classification-based logic for the new employee group.**

Answer: D

Explanation:

Feedback:

The workflow framework is functioning because requests save and reach approval. The breakdown occurs only for a newly introduced classification, which indicates the upstream dependency is the rule or condition that determines whether the intermediate review step is required. Correcting that classification-based logic restores the intended sequence while preserving a maintainable workflow design.

NEW QUESTION # 184

A consultant is validating a new-country transfer setup in SAP SuccessFactors Employee Central before a phased rollout. In the public cloud web-based UI, managers can launch the transfer action and complete employee selection, but when they open the employment details section, one required field group is shown in the correct place yet remains non-editable for the new country only. Other countries allow the same field group to be updated during transfer. The customer confirms that the field group must stay editable because later approval routing depends on the values entered there. They do not want a country-specific manual correction step or a separate transfer design. The issue began after the latest country setup changes were introduced.

What should the consultant investigate first?

Response:

- A. Grant managers broader employee maintenance permissions so the field group becomes editable during transfer processing.
- B. Reimport existing employee records for the new country so the transfer action refreshes the field-group behavior automatically.
- **C. Review the country-specific transfer configuration controlling editability for the required field group, then correct the setup dependency for the new country.**
- D. Remove the field group from the transfer action for the new country so managers can complete transfers and HR can update it later.

Answer: C

Explanation:

Feedback:

The field group is present, which confirms the section is part of the design. The issue is that it remains non-editable only for one newly enabled country, which points to a country-specific setup dependency affecting behavior within the transfer process. Correcting that configuration restores the required editable state while preserving the standard transfer model.

NEW QUESTION # 185

CHALLENGE 3; Plant Manager Access for Workforce Boundaries A plant manager can access employees in one assigned production department but cannot view an engineering position that belongs to their workforce responsibility. Another unassigned production position appears in their review list.

What should the consultant validate first?

Response:

- A. Whether the plant manager should be given access to all records until the engineering position list is corrected.
- B. Whether the transfer import file should be reloaded before any access testing continues.
- C. Whether corporate HR can review the engineering position instead of the plant manager during hypercare.
- **D. Whether the permission role, target population, and plant responsibility assignment align for both assigned and unassigned records.**

Answer: D

Explanation:

Feedback:

The behavior includes both missing valid access and visible out-of-scope access, so role, target population, and responsibility assignment need to be evaluated together. This directly tests the live access boundary model.

NEW QUESTION # 186

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