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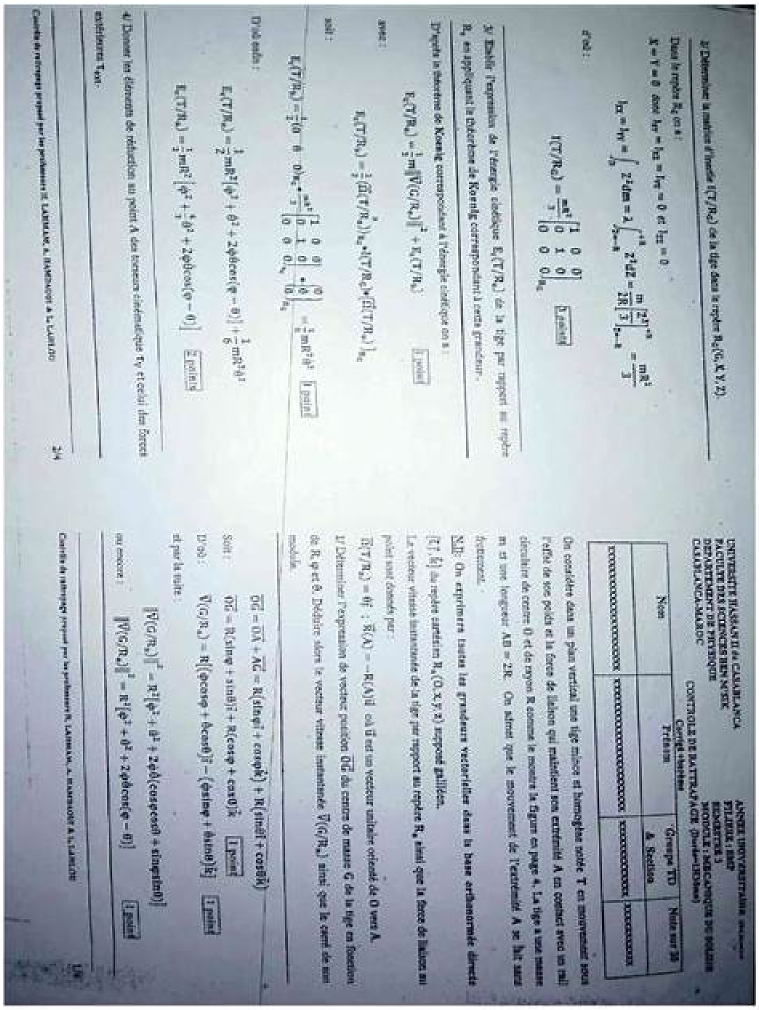

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SAP C_THR81_2505 Exam Syllabus Topics:

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	• 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	• 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 4	• 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 (Q38-Q43):

NEW QUESTION # 38
Which condition must be used for the jobinfo_FTE_Comp rule?

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

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 # 39
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can grant access to the dashboard to partners.
- C. It can be accessed by using SAP For Me.
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: B,C

Explanation:
The clean core dashboard offers tools to monitor and maintain clean core operations.
Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.
Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.
The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 40
Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?
Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- C. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- D. Set the Position Code field as read-only in the Position Object Definition
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules

Answer: B,C,D

Explanation:
To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:
B . Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:
This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.
C . Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:
Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.
E . Set the Position Code field as read-only in the Position Object Definition:
Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system.
These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 41
How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- B. By association, using the countryOfRegistration.code in the Condition
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer: B,D

Explanation:
The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 42

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
  * By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1. Role-Manager - Source
  * By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  * By selecting in Step 2: Position Relationship - Parent Position - Target
- D. By selecting in Step 1: Role - Manager - Source
  * By selecting in Slep 2. Role-Manager Manager - Target

Answer: B

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
Step 1: Role - Manager - Source (current manager of the employee).
Step 2: Role - Manager - Target (future manager of the employee).
This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 43
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