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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q61-Q66):

NEW QUESTION # 61
Manager A initiated a job code change for Employee X with an effectivity 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 allow both workflows to continue.
- B. The system will reject both workflows.
- C. The system will cancel the second workflow.
- D. The system will cancel the first workflow.

Answer: A

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 # 62
How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. onView rules are supported when the fields are included in the template.
- C. The system does NOT support onPostSave rules.
- D. onChange rules are supported when the fields are included in the template.

Answer: B,D

NEW QUESTION # 63
You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hris-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- B. The technicalParameters value has NOT been set to SYNC in the position records.
- C. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.
- D. The business rule to sync data changes sets the Position Department to be equal to Job Information. Department.

Answer: A,D

Explanation:
* B. The technicalParameters column with a value of SYNC has NOT been included in the import file:
* When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.
* C. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:
* If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.
These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 64
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 # 65
Which rule can effectively catch all unspecified events in a transaction?

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

Answer: D

Explanation:
The rule in Option B effectively captures all unspecified events in a transaction because:
It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 66
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