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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.
Topic 4	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q10-Q15):

NEW QUESTION # 10
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location: Assigned to Timezone field as onChange
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- D. Base Object: Job Information; Assigned to Location field as onChange

Answer: D

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:
* Base Object: Job Information
* Trigger Event: Assigned to the Location field with the event set to onChange.This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 11
What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Trigger Rules to Calculate Full-Time Equivalent
- B. Derive Job Requisition Template in Recruiting Integration
- C. Create Right to Return for Incumbent
- D. Trigger Rules for Off Cycle Event Batch
- E. Update Rule for Mass Change Run

Answer: A,C,E

Explanation:
Application-specific rule scenarios in Position Management include:
A . Create Right to Return for Incumbent:
This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.
B . Update Rule for Mass Change Run:
This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.
C . Trigger Rules to Calculate Full-Time Equivalent:
This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.
These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 12
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.
What is the expected behavior of this workflow?

- A. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

- B. An approver can automatically reroute this request to another employee during vacation.
- C. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- D. The alternate workflow is used when there is a future-dated record entered for the employee.

Answer: D

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 # 13
A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Job Information Model
- B. Employee Information
- C. Job Information
- D. Employee Information Model

Answer: A

Explanation:
When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.
C: Job Information Model

NEW QUESTION # 14
This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.
How can you define this in one workflow?

- A. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- B. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

Answer: B

Explanation:
For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:
* Create a Dynamic Role using the Legal Entity filter.
* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 15
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