# Admirable C_THR81_2505 Exam Questions: SAP Certified Associate - SAP SuccessFactors Employee Central Core bring you reliable Guide Materials

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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 | • 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 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. |

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# SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

NEW QUESTION # 81
You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.
What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="location">
- B. <association> as part of <hris-element id="jobInfo">
- C. <field-criteria> as part of <hris-field="company">
- D. <association> as part of <hris-element id="location">

**Answer: A,D**

Explanation:
To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:
Define the Association in the Location Object:
In the location object definition, add an <association> element to link it to the legalEntity object. This association should be defined within the <hris-element id="location"> section.
Configure Field Criteria for the Location Field:
Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris-field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.
Therefore, the correct answers are:
B: <field-criteria> as part of <hris-field id="location">
D: <association> as part of <hris-element id="location">
These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 82
Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite

- C. SAP Business Accelerator Hub

**Answer: C**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
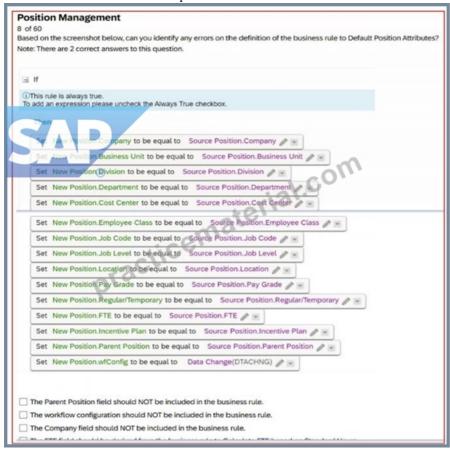
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.

Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

**NEW QUESTION # 83**

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.



- A. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- B. The Parent Position field should NOT be included in the business rule.
- C. The Company field should NOT be included in the business rule.
- D. The workflow configuration should NOT be included in the business rule.

**Answer: A,B**

Explanation:

C . The Parent Position field should NOT be included in the business rule:

The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

D . The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

**NEW QUESTION # 84**

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Personal Information
- C. Job Information
- D. Biographical Information

**Answer: C**

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.

This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

**NEW QUESTION # 85**

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 cancel the first workflow.
- B. The system will cancel the second workflow.
- C. The system will allow both workflows to continue.
- D. The system will reject both workflows.

**Answer: C**

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 # 86**

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