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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	• 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	• 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 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 (Q34-Q39):

NEW QUESTION # 34
Which clause meets the WFD_Address rule requirement?

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

Answer: D

Explanation:
The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.
City and CountryRegion are equal to Null.
When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 35
How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?
Note: There are 3 correct answers to this question.

- A. Create a new generic object.

- B. Update the condition and condition values of the association.
- C. Create a composite association on the new generic object to Legal Entity.
- D. Create a composite association to the new generic object on Legal Entity.
- E. Update the field criteria of the association.

Answer: A,D,E

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 36

Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: D

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 # 37

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: D

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method.
The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 38
What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

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

Answer: A,C,D

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 # 39
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