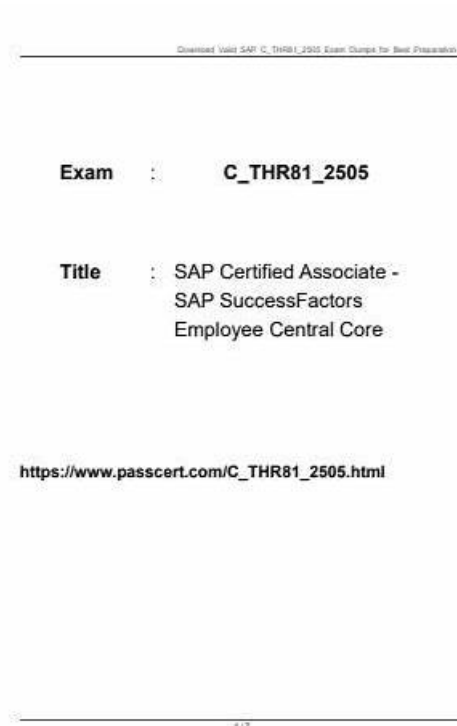


# C\_THR81\_2505 test online - SAP C\_THR81\_2505 test dumps insides



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Web-based SAP Certified Associate - SAP SuccessFactors Employee Central Core (C\_THR81\_2505) practice exam is a convenient format to evaluate and improve preparation for the exam. It is a C\_THR81\_2505 browser-based application, which means you can access it from any operating system with an internet connection and a web browser. Unlike the desktop-based exam simulation software, the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C\_THR81\_2505) browser-based practice test requires no plugins and software installation. It makes the SAP C\_THR81\_2505 online practice exam a perfect tool for those who do not want to go through complicated software installation on their device.

## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Position Management:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Scenario 2: Approvals for Self-Service:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Scenario 1: HR Transaction Rules:</b> 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.</li> </ul>

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q12-Q17):

### NEW QUESTION # 12

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

**Answer: C**

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 # 13

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Define the delegate relationship in Employee Central.
- C. Enable the auto-delegate permission for users.
- D. Enable the field in Succession Data Model.

**Answer: A,C**

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

\* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

\* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

\* B: Enable the auto-delegate permission for users.

\* D: Enable the field in the Corporate Data Model.

### NEW QUESTION # 14

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Work Permit Information
- B. Personal Information
- C. Pay Component Recurring
- D. Job Information

**Answer: C,D**

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

### NEW QUESTION # 15

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. Edit Transaction
- B. No Approver Behavior
- C. Context
- D. Respect Permission

**Answer: A**

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).  
When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.  
Scenario 2: Approvals for Self-Service

### NEW QUESTION # 16

Your customer needs to set up a workflow to direct approval processes to the head of a business unit.  
Which approver type do you use?

- A. Dynamic Role
- B. Dynamic Group
- C. Manager
- D. Role

**Answer: A**

Explanation:

To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.

A Manager approver type refers to direct line managers, which is different from business unit heads.

Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

### NEW QUESTION # 17

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