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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none"> 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.
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This is useful for SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) applicants who want to practice at any moment and do not want to sit in front of a computer all day. Candidates can choose the SAP C_THR81_2505 pdf questions format that is most convenient for them. Candidates can download and print the C_THR81_2505 PDF Questions and practice for the C_THR81_2505 exam on their smartphones, laptops, or tablets at any time, which gives it an advantage over others.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- **B. Job Information**
- C. Job Relationship Info
- **D. Employment Details**

Answer: B,D

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details
D: Job Information

NEW QUESTION # 52

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. frequency
- **B. pay-date**
- C. value
- **D. pay-component-code**
- E. is-target

Answer: B,C,D

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

A . value

This field captures the monetary amount of the non-recurring payment.

B . pay-component-code

This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

C . pay-date

This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system. It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 53

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question



- A. By selecting in Step 1: Role - Employee HR - Source - Employee
- B. By selecting in Step 1: Role - Self-Source - Initiator
- **C. By selecting in Step 1: Role - Manager - Source - Initiator**
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

Answer: C

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 54

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 workflow configuration should NOT be included in the business rule.
- **C. The Parent Position field should NOT be included in the business rule.**
- D. The Company field should NOT be included in the business rule.

Answer: A,C

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 # 55

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: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Location; Assigned to Timezone field as onSave
- C. Base Object: Location; Assigned to Timezone field as onChange
- 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 # 56

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