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## C\_THR81\_2505 Exam Actual Questions - Reliable C\_THR81\_2505 Test Duration

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q35-Q40):

### NEW QUESTION # 35

The manager has the ability to change the salary during the workflow

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. Edit Attachment Only

- B. Edit without Route Change
- C. No edit
- **D. Edit with Route Change**

**Answer: D**

Explanation:

To trigger a new workflow when the manager edits the salary during the approval process, you must select Edit with Route Change. This option ensures that when an edit is made, the workflow is restarted or rerouted based on the updated information, allowing for revalidation and approvals to reflect the changes.

This option is essential for ensuring data integrity and compliance during workflows involving edits.

#### **NEW QUESTION # 36**

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

**Answer: A**

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 # 37**

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the workflow is sent back by any approver
- B. When the employee initiates the workflow
- C. When the approvers decline the workflow
- **D. When the workflow is approved by all approvers**

**Answer: D**

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

#### **NEW QUESTION # 38**

How does the system validate the destination object for composite associations?

- **A. The system validates if the destination object has effective dating set to From Parent.**
- B. The system validates if the destination object has effective dating set to None.
- C. The system validates if the destination object has effective dating set to Multiple Changes Per Day.
- D. The system validates if the destination object has effective dating set to Basic.

**Answer: A**

Explanation:

In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

### NEW QUESTION # 39

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

**Answer: A**

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 # 40

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