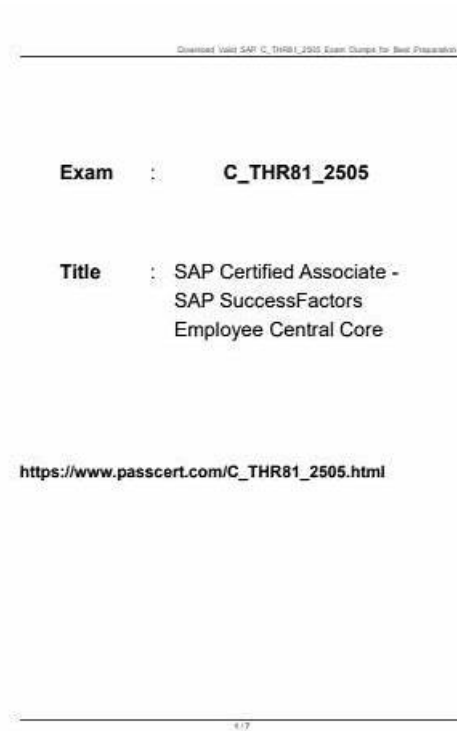


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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q31-Q36):

NEW QUESTION # 31

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 32

In which order must you assign the rules?

- A. ERD-Catch, ERD1, ERD2, ERD3, WFD
- B. WFD, ERD1, ERD2, ERD3, ERD-Catch
- C. ERD1, ERD2, ERD3, WFD, ERD-Catch
- **D. ERD1, ERD2, ERD3, ERD-Catch, WFD**

Answer: D

Explanation:

The rules must be assigned in the order ERD1, ERD2, ERD3, ERD-Catch, WFD for the following reasons:

ERD1, ERD2, ERD3: These are specific rules addressing distinct scenarios or conditions in a defined sequence.

ERD-Catch: Acts as the fallback or catch-all rule to handle any conditions not addressed by the specific ERD rules.

WFD (Workflow-Driven): This is placed last to ensure workflow-related logic is executed after all event-related data has been validated and processed.

Scenario 1: HR Transaction Rules

NEW QUESTION # 33

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 34

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Thursday, when the change becomes effective
- **B. Friday, when the sync job completes**
- C. Tuesday, the day the transaction is entered
- D. Saturday, the day after the sync job completes

Answer: B

Explanation:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday.

Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 35

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

Answer: B

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This

