

# C-THR81-2505 Certification Exam & C-THR81-2505 Latest Braindumps Questions



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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<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>

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## **SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):**

### **NEW QUESTION # 27**

An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

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

**Answer: B**

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).

Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

### **NEW QUESTION # 28**

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Max-length
- **B. Visibility**
- C. PII
- **D. Required**
- **E. Previous Value**

**Answer: B,D,E**

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

### **NEW QUESTION # 29**

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Parent object
- B. Valid When association - Lower level object

- C. Valid When association - Higher level object
- D. Composite association - Child object

**Answer: C,D**

Explanation:

\* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

\* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

#### **NEW QUESTION # 30**

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the countryOfRegistration.code in the Condition
- B. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- C. By association, using the countryOfRegistration.code in the Source Filter Criteria
- D. By association, using the 3-letter ISO code of the country in the Condition Values

**Answer: A,B**

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

#### **NEW QUESTION # 31**

Which clause meets the WFD\_Address rule requirement?

□

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

**Answer: C**

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 # 32**

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