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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q21-Q26):

NEW QUESTION # 21
In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- B. Trigger Rules for Hire/Rehire
- C. Trigger Workflows
- D. Trigger Rules to Display Internal Job History

Answer: B,C

Explanation:
In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:
A . Trigger Workflows
Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
C . Trigger Rules for Hire/Rehire
During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.
Options B and D are not typically associated with model base objects in business rules:
B . Trigger Rules to Display Internal Job History
Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
D . Save Changes to Foundation Objects
While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 22
Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Job Relationships
- B. Employment Details
- C. Addresses
- D. Job History

Answer: B,D

Explanation:
The &&NO_OVERWRITE&& operator is supported in imports for:
A . Job History
This ensures that existing job history records are not overwritten during imports.
D . Employment Details
Employment details such as hire dates or termination records can also be preserved using this operator.
Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 23

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?
Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.
- B. Create a composite association on the new generic object to Legal Entity.
- C. Create a new generic object.
- D. Update the field criteria of the association.
- E. Update the condition and condition values of the association.

Answer: A,C,D

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 24

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to Always True and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.

Answer: B

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 25

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

Scenario 2: Approvals for Self-Service

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

- This rule is always true.
  To add an expression please uncheck the Always True checkbox.
- Personal Information Model.Event Date.Value is equal to Today()
- Context.Current User is equal to Login User()
- Context.Current User is not equal to Null

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

Answer: D

Explanation:
To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:
* Checks if the Context.Current User is equal to the Login User.
* Ensures that the rule applies only when the employee is making changes to their own personal data.
This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 26

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