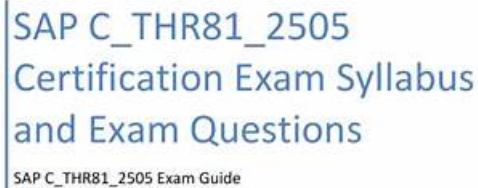


# Reliable SAP C\_THR81\_2505 Exam Guide - Valid C\_THR81\_2505 Test Pass4sure



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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C\_THR81\_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q40-Q45):

### NEW QUESTION # 40

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. personalinfo and globalinfo
- B. personInfo and globalinfo
- C. compInfo and payComponentRecurring
- D. jobinfo and organizationInfo

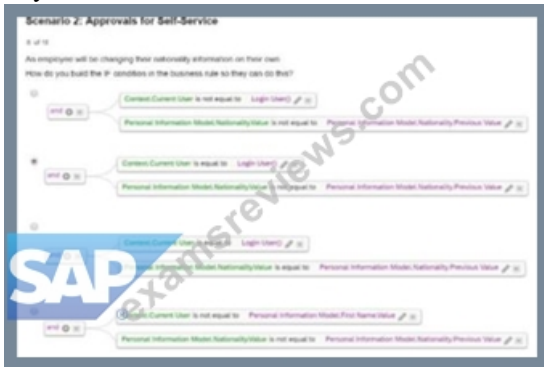
**Answer: A,C**

Explanation:

In SAP SuccessFactors Employee Central, the People Profile is designed to consolidate related HRIS elements into cohesive blocks for streamlined data management. Specifically, the compInfo (Compensation Information) and payComponentRecurring (Recurring Pay Components) HRIS elements share the same People Profile block. Similarly, the personalinfo (Personal Information) and globalinfo (Global Information) HRIS elements are grouped together within the People Profile. This structured grouping enhances the user experience by providing a unified view of related employee information.

### NEW QUESTION # 41

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 # 42

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. City
- B. Country
- C. Location
- D. Address1

**Answer: B**

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

#### NEW QUESTION # 43

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the first workflow.
- **B. The system will allow both workflows to continue.**
- C. The system will reject both workflows.
- D. The system will cancel the second workflow.

**Answer: B**

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

#### NEW QUESTION # 44

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

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

**Answer: A**

Explanation:

To set the event date in Compensation Information for the Jobinfo\_FTE\_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.  
Scenario 1: HR Transaction Rules

#### NEW QUESTION # 45

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