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SAP C-THR81-2505 Exam Syllabus Topics:

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

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q33-Q38):

NEW QUESTION # 33

Which clause meets the WFD_Address rule requirement?

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

Answer: B

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 # 34

How is the event reason derived when a business rule is enabled for import?

- A. The onSave ERD rule overrides the event reason value indicated in the import file.
- **B. The event reason indicated in the import overrides the onSave ERD rule.**
- C. The event reason is derived using the catch-all rule.
- D. The event reason must be selected manually.

Answer: B

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

A. The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

B. The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

D. The onSave ERD rule overrides the event reason value indicated in the import file.

This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 35

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

Answer: A,B,E

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 # 36

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee Central Effective Dated Entities
- B. Manage User
- C. Employee View
- D. Employee Data

Answer: D

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 37

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

Answer: B

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.

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