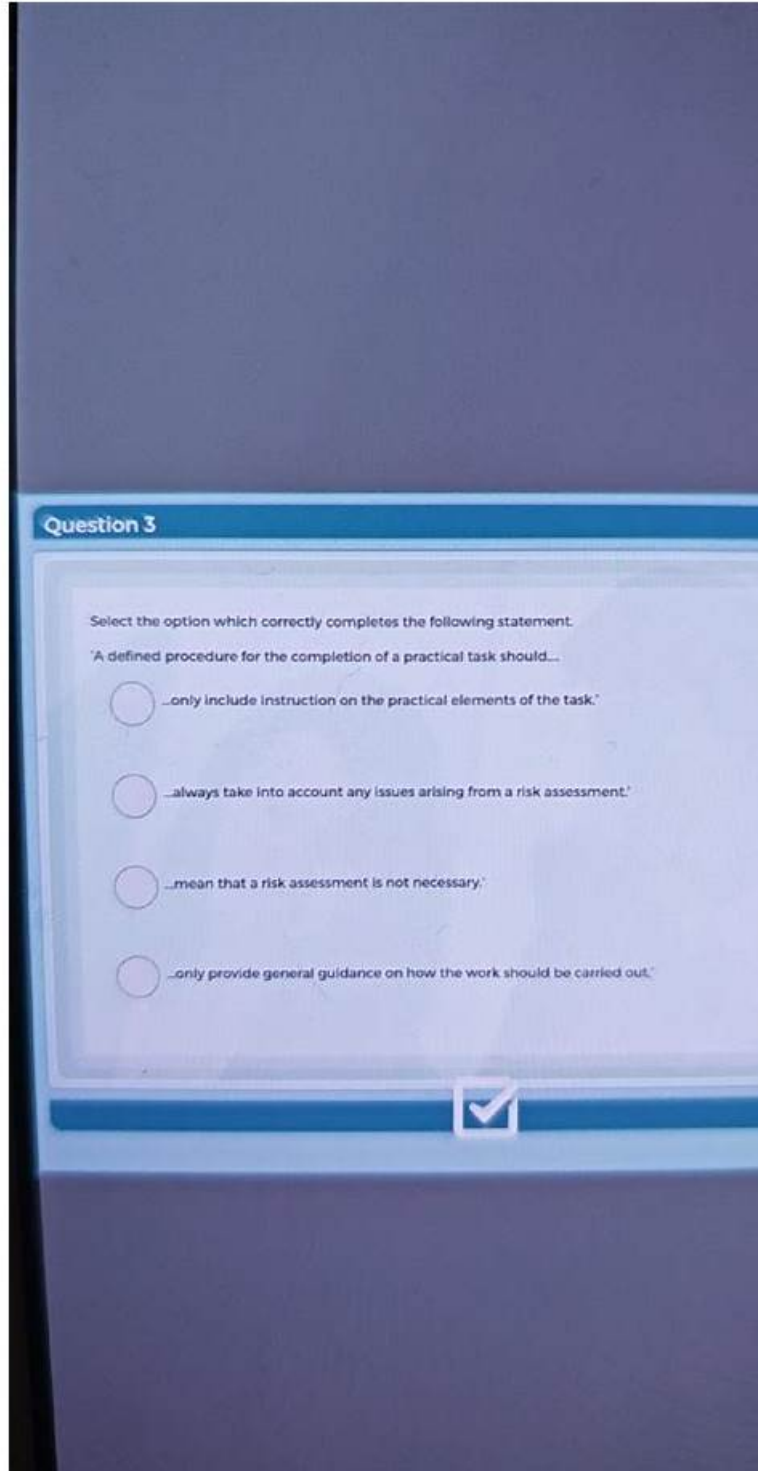


Valid Latest C_THR81_2505 Exam Question offer you accurate Reliable Dumps Ebook | SAP Certified Associate - SAP SuccessFactors Employee Central Core



The image shows a screenshot of a computer screen displaying a question from the SAP SuccessFactors Employee Central Core exam. The question is titled "Question 3" and asks the user to select the option that correctly completes the statement: "A defined procedure for the completion of a practical task should...". There are four radio button options listed. The first option is "...only include instruction on the practical elements of the task." The second option is "...always take into account any issues arising from a risk assessment." The third option is "...mean that a risk assessment is not necessary." The fourth option is "...only provide general guidance on how the work should be carried out." Below the options, there is a blue bar with a white checkmark icon, indicating that the correct answer has been selected.

Question 3

Select the option which correctly completes the following statement.

A defined procedure for the completion of a practical task should...

- ☐ ...only include instruction on the practical elements of the task.
- ☐ ...always take into account any issues arising from a risk assessment.
- ☐ ...mean that a risk assessment is not necessary.
- ☐ ...only provide general guidance on how the work should be carried out.

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q57-Q62):

NEW QUESTION # 57

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

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

Answer: D

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 # 58

Which action will trigger a system validation for an in-progress workflow?

- **A. Terminating an employee**
- B. Updating Job Information with the same effective date
- C. Adding a new employee
- D. Rehiring an inactive employee

Answer: A

NEW QUESTION # 59

To which Job information field will you assign the Default_JobClass rule?

- **A. Job Code**
- B. Pay Grade
- C. Job Title
- D. Employee Class

Answer: A

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 60

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

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 # 61

Which condition must be used for the jobinfo_FTE_Comp rule?

□

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

Answer: B

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain

Scenario 1: HR Transaction Rules

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