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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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.

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

NEW QUESTION # 21
The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.
Where in the workflow do you need to define this?
Refer to the screenshot to answer the question

- A. No Approver Behavior
- B. Edit Transaction
- C. Context
- D. Respect Permission

Answer: B

Explanation:
To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.
* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).
* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 22
You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location: Assigned to Timezone field as onChange
- B. Base Object: Job Information; Assigned to Timezone field as onChange
- C. Base Object: Job Information; Assigned to Location field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

Answer: C

Explanation:
To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:
* Base Object: Job Information
* Trigger Event: Assigned to the Location field with the event set to onChange.This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 23
Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?
Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- B. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab
- C. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- D. Set the Position Code field as read-only in the Position Object Definition
- E. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules

Answer: B,C,D

Explanation:
To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:
B . Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:
This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the business rule.
C . Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:
Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.
E . Set the Position Code field as read-only in the Position Object Definition:
Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system.
These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 24
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- B. Establish release management.
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish regular housekeeping tasks and procedures.
- E. Integrate clean core practices in the end-to-end value process chain.

Answer: A,C,E

Explanation:
SAP recommends the following guiding principles to maintain clean core operations:
Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.
Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.
Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.
Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.
Scenario 1: HR Transaction Rules

NEW QUESTION # 25
Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.
How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?
Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- B. By selecting in Step 1: Role - Manager - Source - Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: B

Explanation:
To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:
Approver Type: Manager
Approver Role: Manager
Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).
Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.
Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 26
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