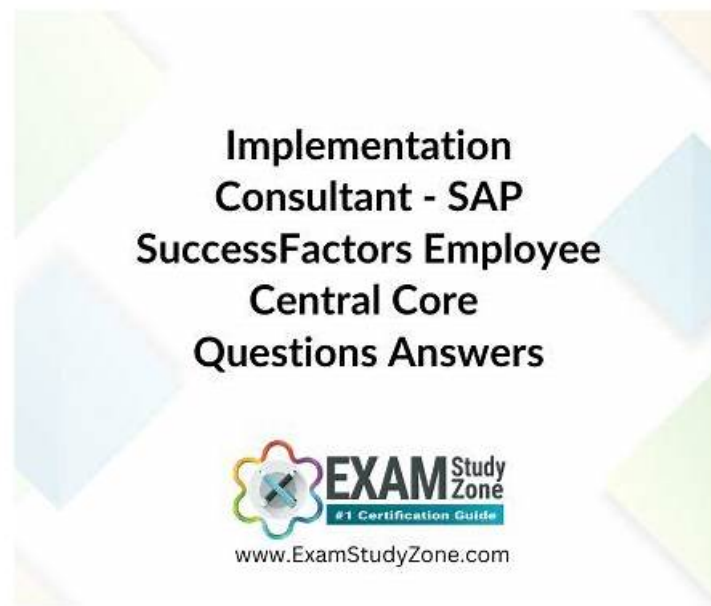


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SAP C-THR81-2505 Exam Syllabus Topics:

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	• 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	• 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 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 (Q80-Q85):

NEW QUESTION # 80

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.

Employee Transfer Workflow (WF_Employee_Transfer)

Workflow ID: WF_Employee_Transfer

Name: Employee Transfer Workflow

Description:

Remind In Days:

Is Delegate Supported: No

Alternate Workflow: New Hire Workflow (CC_XX_NEWHIRE_WF)

Redirect CC Users To Workflow Approval Page: No

Escalation:

SAP

What is the expected behavior of this workflow?

What is the expected behavior of this workflow?

- A. The alternate workflow is used when there is a future-dated record entered for the employee.
- B. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.
- C. An approver can automatically reroute this request to another employee during vacation.
- D. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.

Answer: A

Explanation:

In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:

Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.

This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.

This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 81

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note:

There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Enable the field in Succession Data Model.

- C. Define the delegate relationship in Employee Central.
- D. Enable the auto-delegate permission for users.

Answer: A,D

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

- * Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.
- * Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

- * B: Enable the auto-delegate permission for users.
- * D: Enable the field in the Corporate Data Model.

NEW QUESTION # 82

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Derive Job Requisition Template in Recruiting Integration
- B. Trigger Rules to Calculate Full-Time Equivalent
- C. Trigger Rules for Off Cycle Event Batch
- D. Update Rule for Mass Change Run
- E. Create Right to Return for Incumbent

Answer: B,D,E

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.

These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 83

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the field in the Corporate Data Model.
- B. Enable the field in Succession Data Model.
- C. Define the delegate relationship in Employee Central.
- D. Enable the auto-delegate permission for users.

Answer: A,D

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

- B: Enable the auto-delegate permission for users.
- D: Enable the field in the Corporate Data Model.

NEW QUESTION # 84

How do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

Scenario 1: HR Transaction Rules

2 of 10

How do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

☐ Then

Set Spot Bonus Model Employment Details Model Job Information Event Date to be equal to Spot Bonus Model Spot Bonus Employment Details Job In

☐ Then

Set Compensation Information Model Employment Details Model Job Information Event Date to be equal to Job Information Event Date

☐ Then

Set Compensation Information Model Event Date Value to be equal to Compensation Information Model Employment Details Model Job Info

☒ Then

Set Job Information Model Employment Details Model Compensation Information Event Date to be equal to Job Information Model Event Date
The rule selects one entry from the collection "Compensation Information" where...

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

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 # 85

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