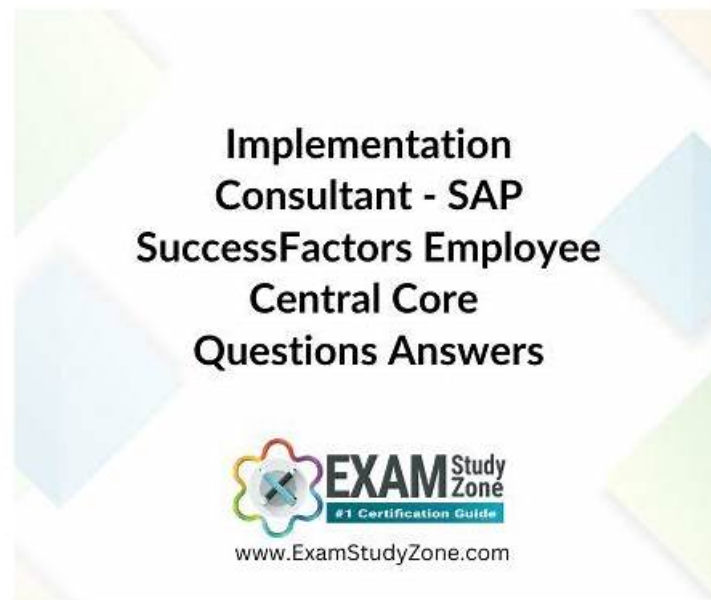


C-THR81-2505 Actual Test Guide Boosts Most efficient Exam Questions for Your SAP Certified Associate - SAP SuccessFactors Employee Central Core Exam



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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	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 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 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 (Q24-Q29):

NEW QUESTION # 24

A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information
- B. Job Information
- C. Job Information Model
- D. Employee Information Model

Answer: C

Explanation:

When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.

C: Job Information Model

NEW QUESTION # 25

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Job Relationship Info
- C. Employment Details
- D. Pay Component Recurring

Answer: A,C

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 26

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Condition Values
- B. By association, using the countryOfRegistration.code in the Source Filter Criteria
- C. By association, using the countryOfRegistration.code in the Condition
- D. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria

Answer: C,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 27

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

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When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.
How do you create the IF condition for the workflow derivation rule to meet the above requirements?



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

Answer: B

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 28

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

Workflow Configuration

The screenshot shows the 'Workflow Configuration' screen in SAP. It includes input fields for 'Workflow ID', 'Name', and 'Description'. Below these are several configuration sections: 'Step 1' with fields for 'Approver Type', 'Approver Role', 'End Transaction', 'Context', 'Relationship to Approver', 'No Approval Behavior', and 'Respect Permission'; 'Workflow Contributor' with 'Contributor Type' and 'Contributor'; 'CC Role' with 'CC Role Type' and 'CC Role'; and 'Email Template Group'. A large blue SAP logo is prominently displayed in the center-right of the form.

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

Answer: C

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 # 29

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