

C-THR81-2505 Certification Training - Exam C-THR81-2505 Details



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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q38-Q43):

NEW QUESTION # 38

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Position Relationship - Parent Position - Source
* By selecting in Step 2: Position Relationship - Parent Position - Target
- **B. By selecting in Step 1: Role-Manager - Source**
* **By selecting in Step 2: Role - Manager - Target**
- C. By selecting in Step 1: Role - Manager - Source
* By selecting in Step 2: Role-Manager Manager - Target
- D. By selecting in Step 1: Role - Self-Source
* By selecting in Step 2: Role- Manager - Target

Answer: B

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

Step 1: Role - Manager - Source (current manager of the employee).

Step 2: Role - Manager - Target (future manager of the employee).

This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 39

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- **A. onChange rules**
- B. onInit rules
- C. onView rules
- **D. onSave rules**

Answer: A,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 40

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



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

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 # 41

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create permission groups for each legal entity and assign them to the HR admin role.
- D. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.

Answer: A

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

Create a Dynamic Role using the Legal Entity filter.

Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.

This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 42

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- B. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- D. Set the IF statement to Always True and set the THEN statement as blank.

Answer: D

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 43

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