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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q39-Q44):

NEW QUESTION # 39

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.

What is the expected behavior of this workflow?

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

Answer: C

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 # 40

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

Answer: C

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 # 41

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. (Current FTE Value-Previous FTE Value)/Base Salary

- B. (Base Salary/Previous FTE Value) X Current FTE Value
- C. (Base Salary/Current FTE Value) X Previous FTE Value
- D. (Previous FTE Value - Current FTE Value) X Base Salary

Answer: B

Explanation:

The formula (Base Salary / Previous FTE Value) X Current FTE Value ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 42

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

Answer: C

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 43

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart
- B. To restrict access to create positions from Manage Positions
- C. To restrict access at the field level when creating positions
- D. To restrict access to create positions based on the granted user's target population

Answer: A,D

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 44

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