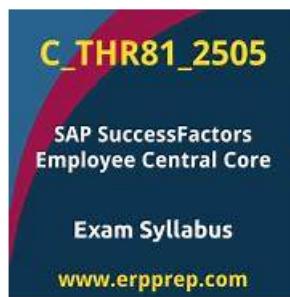# Exam C-THR81-2505 Syllabus, Valid C-THR81-2505 Exam Forum

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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	• 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 3	• 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 4	• 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q80-Q85):

NEW QUESTION # 80
Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Integration Suite
- C. SAP Application Interface Framework

Answer: A

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 81
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. It can be accessed by using SAP For Me.
- D. Customers can grant access to the dashboard to partners.

Answer: C,D

Explanation:
The clean core dashboard offers tools to monitor and maintain clean core operations.
Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.
Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.

The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 82

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Set the externalCode field to Data Type = User.
- B. Create a Valid When association for the object.
- C. Set the externalName field to Data Type = User.
- D. Create one configuration UI for the object.

Answer: A,D

Explanation:
To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:
C . Create one configuration UI for the object.
A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.
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D . Set the externalCode field to Data Type = User.
The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.
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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:
A . Set the externalName field to Data Type = User.
The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
B . Create a Valid When association for the object.
While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 83

Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

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

Answer: C,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 # 84

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. SOAP
- D. Data

Answer: C,D

Explanation:
SAP recommends using SOAP APIs and Data APIs for clean core integrations.
* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.
* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.
* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

NEW QUESTION # 85

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