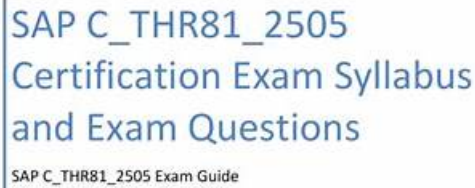


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This comprehensive preparation guide is tailored for the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C_THR81_2505) exam. It outlines exam structure, key syllabus topics, and includes expertly crafted sample questions with answers. Candidates will gain clarity on Employee Central Core, Position Management, HR Transaction Rules, and Self-Service Approvals. The guide is ideal for professionals aiming to streamline their SAP certification journey with hands-on practice, practical insights, and real-exam simulation techniques for assured success.

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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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 (Q80-Q85):

NEW QUESTION # 80

Which action in the THEN statement is used for propagation?

- A. Create
- **B. Set**
- C. Execute
- D. Raise

Answer: B

NEW QUESTION # 81

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Max-length
- B. PII
- **C. Visibility**
- **D. Required**
- **E. Previous Value**

Answer: C,D,E

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B. Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C. Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E. Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A. PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 82

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- B. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- C. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- D. Create a field in the Legal Entity France object in Configure Object Definition.

Answer: C

Explanation:

To create a custom field that appears only for legal entity France:

Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 83

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

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

Answer: A

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 # 84

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

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 # 85

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