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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q21-Q26):

NEW QUESTION # 21
Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will allow both workflows to continue.
- B. The system will cancel the second workflow.
- C. The system will reject both workflows.
- D. The system will cancel the first workflow.

Answer: A

Explanation:
When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.
Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 22
Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

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

Answer: A

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 # 23

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Country
- B. Address1
- C. Location
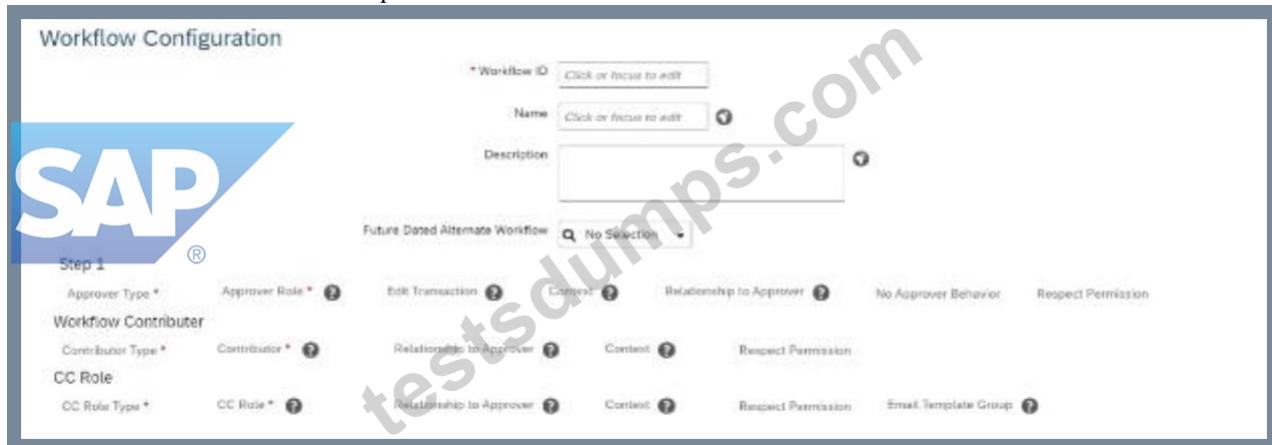- D. City

Answer: A

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

NEW QUESTION # 24

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. Respect Permission
- B. No Approver Behavior
- C. Edit Transaction
- D. Context

Answer: C

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 25

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Add a new event.
- B. Change the status.
- C. Add a new language translation.
- D. Change the labels.
- E. Change the external_code of an event.

Answer: B,C,D

Explanation:
When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:
A . Add a new language translation
New language translations can be added for events and event reasons to support multilingual organizations.
B . Change the status
You can activate or deactivate events based on organizational needs.
D . Change the labels
Labels for events can be modified for better understanding and alignment with organizational terminology.
C . Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 26

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