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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

NEW QUESTION # 27
Where can you apply rule contexts?
Note: There are 2 correct answers to this question.

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

Answer: B,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 # 28
A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information
- B. Job Information Model
- C. Job Information
- D. Employee Information Model

Answer: B

Explanation:
When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.
C: Job Information Model

NEW QUESTION # 29
Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. Follow Up Activity in Position
- B. To Be Hired Status Adaptation
- C. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- D. Move Position with Supervisor on Job Information change
- E. Automated Daily Hierarchy Adaptation

Answer: A,B,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 30
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <hris-element="jobInfo"> then add dg-filter="true"
- B. Go to <hris-field id="cost-center"> then add filter="true"
- C. Go to <dg-filters> then add cost-center
- D. Go to <custom-filters> then add cost-center

Answer: C

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
Navigate to the <dg-filters> section within the Succession Data Model.
Add an entry for the cost-center object within the <dg-filters> section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.
Correct answer:
A: Go to <dg-filters> then add cost-center

NEW QUESTION # 31
How should you build the IF condition to identity the user when the employee is updating their own Personal Information?

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

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 # 32

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