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SAP CERTIFICATION

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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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"> 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 (Q34-Q39):

NEW QUESTION # 34

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
* By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1: Role - Manager - Source
* By selecting in Step 2. Role-Manager Manager - Target
- C. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
* By selecting in Step 2: Position Relationship - Parent Position - Target
- **D. By selecting in Step 1. Role-Manager - Source**
* **By selecting in Step 2: Role - Manager - Target**

Answer: D

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

Step 1: Role - Manager - Source (current manager of the employee).

Step 2: Role - Manager - Target (future manager of the employee).

This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 35

Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: B

Explanation:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

NEW QUESTION # 36

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note:

There are 2 correct answers to this question.

- A. Enable the field in Succession Data Model.
- B. Define the delegate relationship in Employee Central.
- **C. Enable the auto-delegate permission for users.**
- **D. Enable the field in the Corporate Data Model.**

Answer: C,D

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

* Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

* Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

* B: Enable the auto-delegate permission for users.

* D: Enable the field in the Corporate Data Model.

NEW QUESTION # 37

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

Answer: A

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 # 38

When the manager updates the location of an employee, the HR admin must be the approver Note that the HR admin, manager, and

HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

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

Answer: C

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

* Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change". This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers Scenario 2: Approvals for Self-Service

NEW QUESTION # 39

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