

# 시험패스가능한 C-THR81-2505 시험정보덤프데모문제

## SAP C\_THR81\_2505 Certification Exam Syllabus and Exam Questions

SAP C\_THR81\_2505 Exam Guide

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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.

그리고 Pass4Test C-THR81-2505 시험 문제집의 전체 버전을 클라우드 저장소에서 다운로드할 수 있습니다:

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## SAP C-THR81-2505 시험요강:

주제	소개
주제 1	<ul style="list-style-type: none"><li>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.</li></ul>
주제 2	<ul style="list-style-type: none"><li>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.</li></ul>

주제 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
주제 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

>> C-THR81-2505시험정보 <<

## C-THR81-2505인기덤프공부, C-THR81-2505인증자료

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### 최신 SAP Certified Associate C-THR81-2505 무료 샘플문제 (Q59-Q64):

#### 질문 # 59

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

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

정답: C

#### 설명:

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

#### 질문 # 60

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. Change the labels.
- D. Change the external\_code of an event.
- E. Add a new language translation.

정답: B,C,E

#### 설명:

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

#### 질문 # 61

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Thursday, when the change becomes effective
- B. Tuesday, the day the transaction is entered
- C. Friday, when the sync job completes
- D. Saturday, the day after the sync job completes

정답: C

설명:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

#### 질문 # 62

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?

Refer to the screenshot to answer the question

- A. By selecting in Step 1: Role - Manager - Source - Initiator
- B. By selecting in Step 1: Role - Employee HR - Source - Employee
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR-Source- Initiator

정답: A

설명:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

#### 질문 # 63

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

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

정답: C

설명:

In order for an employee to change their nationality information on their own, the IF condition must:  
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).  
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).  
Scenario 2: Approvals for Self-Service

질문 # 64

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