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Our C_THR81_2505 training prep was produced by many experts, and the content was very rich. At the same time, the experts constantly updated the contents of the study materials according to the changes in the society. The content of our C_THR81_2505 study guide is definitely the most abundant. Before you go to the exam, our C_THR81_2505 Exam Questions can provide you with the simulating exam environment. This not only includes the examination process, but more importantly, the specific content of the exam. In previous years' examinations, the hit rate of C_THR81_2505 learning quiz was far ahead in the industry.

SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q59-Q64):

NEW QUESTION # 59

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

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 # 60

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to Always True and set the THEN statement as blank.
- B. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- D. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.

Answer: A

Explanation:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

NEW QUESTION # 61

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

Answer: A

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.

NEW QUESTION # 62

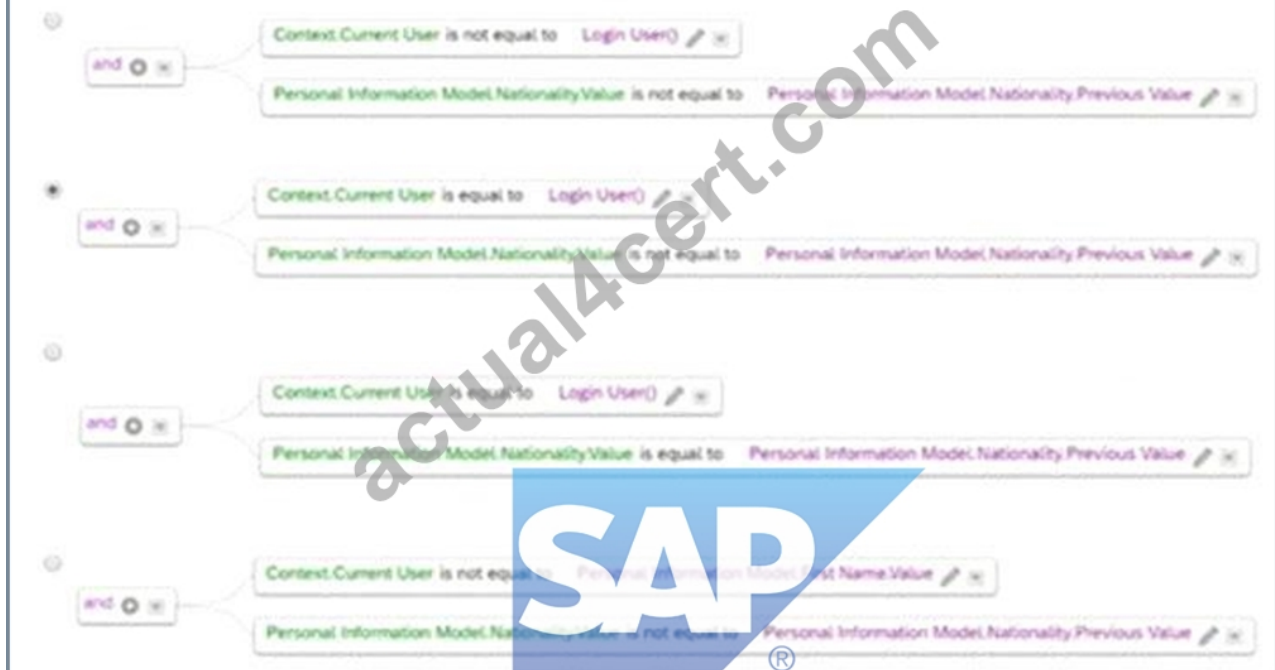
An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

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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

Answer: C

Explanation:

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

NEW QUESTION # 63

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Job Information; Assigned to Timezone field as onChange
- B. Base Object: Location; Assigned to Timezone field as onChange
- C. Base Object: Location; Assigned to Timezone field as onSave
- **D. Base Object: Job Information; Assigned to Location field as onChange**

Answer: D

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

Base Object: Job Information

Trigger Event: Assigned to the Location field with the event set to onChange.

This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

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