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SAP C_THR81 Exam Syllabus Topics:

Section	Weight	Objectives
Topic 1: Employee Central Core	25%	- Person & Employment Information - Time & Attendance Integration - Global Assignment & Concurrent Employment
Topic 2: Data Models & Foundation Objects	25%	- Corporate, Succession & Country-Specific Data Models - Picklists, Business Rules & Event Derivation - Metadata Framework (MDF) & Generic Objects
Topic 3: Position Management	25%	- Position Hierarchy & Structure - Position Synchronization with Job Information - Mass Updates & Import/Export

Topic 4: Security & Workflows	15%	- Role-Based Permissions (RBP) - Notifications & Event Reasoning - Workflow Configuration & Approvals
Topic 5: Data Management & Integration	10%	- Import Tools & Data Migration - Company Structure Overview - Integration with other SuccessFactors Modules

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SAP Certified - SAP SuccessFactors Employee Central Core and Position Management (C_THR81_2605) Sample Questions (Q215-Q220):

NEW QUESTION # 215

CHALLENGE 1 During design validation, most employee records can be created successfully, but selected maintenance planner records show a work-area association that does not match the expected terminal context. Several work-area values were corrected after initial terminal setup. Which action best supports a controlled design decision?

Response:

- A. Give terminal managers access to all maintenance records so they can manually review and correct work-area associations.
- **B. Compare affected records against active terminal and work-area values, then correct only records with confirmed dependency impact.**
- C. Continue configuration testing because the employee records save successfully and associations can be reviewed after testing starts.
- D. Rework all terminal, work-area, employee, and position records because any post-setup work-area correction invalidates the design cycle.

Answer: B

Explanation:

Feedback:

This option validates the dependency between corrected work-area values and affected employee records before deciding correction scope. It supports design validation without assuming the entire setup is invalid.

NEW QUESTION # 216

In a public cloud SAP SuccessFactors Employee Central tenant, a consultant is validating a new-country rehire process in the web-based UI before a controlled rollout. Users can search the former employee, start the rehire transaction, and complete the early steps, but when they reach employment details, one required field is displayed and editable yet becomes blank again after the page refreshes for only the newly enabled country. Other countries retain the value correctly.

The customer confirms this field must remain in the standard rehire design because downstream workflow routing depends on it. They do not want a country-specific manual workaround or a separate rehire process. The issue started after the latest country-specific setup changes were transported into the tenant.

What is the best first action?

Response:

- A. Grant users broader maintenance permissions so the field value is treated as a direct employee update during rehire.
- B. Ask users to finish the rehire without the field value and let HR administrators correct it after workflow completion.
- **C. Review the country-specific rehire configuration controlling field persistence and correct the setup dependency for the newly enabled country.**

- D. Reimport recent employee records from the affected country so the rehire transaction rebuilds the field behavior automatically.

Answer: C

Explanation:

Feedback:

The field is present and editable, so the issue is not missing access or missing field design. The value disappears only after the transaction refresh and only for one country, which points to a country-specific setup dependency affecting persistence during rehire processing. Correcting that configuration addresses the upstream cause and preserves the standard rehire model.

NEW QUESTION # 217

CHALLENGE 4 Position Change Routing for Regional Review After a targeted correction to underwriting position context, one position change routes to the expected regional manager. Another comparable underwriting position change still remains with HR operations.

Which next step best avoids a partial-fix trap?

Response:

- A. Apply the same position-context correction to every underwriting record and assume routing will align after refresh.
- **B. Retest representative position-change transactions across affected underwriting contexts and compare reviewer outcomes.**
- C. Close workflow validation because at least one corrected underwriting change reached the expected reviewer.
- D. Remove HR operations visibility from pending workflow requests so regional review becomes the only visible path.

Answer: B

Explanation:

Feedback:

One successful request does not prove that the correction works across comparable underwriting contexts. Representative retesting confirms whether the source-context correction consistently supports reviewer determination.

NEW QUESTION # 218

In a public cloud SAP SuccessFactors Employee Central tenant, a consultant is validating a controlled correction process in the web-based UI before a quarterly compliance review. HR operations users can search employee records, open the correction screen, and enter updates for all approved populations. For one restricted expatriate population, the review page shows the proposed changes, but when users confirm, the transaction closes with no update and an access-scope message is recorded. HR administrators can complete the same correction without issue. The customer wants the approved operations team to handle this expatriate population only for the defined compliance process, without granting broad administrator access or weakening the special protection boundary around those records. The solution must remain repeatable for future review cycles.

What is the best corrective action?

Response:

- **A. Review the operations role permissions and target-population scope for the final correction step, then adjust only the authorized execution scope needed for that expatriate population.**
- B. Temporarily move the expatriate population into the general operations scope during each quarterly review and restore the restriction afterward.
- C. Ask HR administrators to keep processing the expatriate population while operations users continue with all other populations.
- D. Copy the HR administrator permissions to the operations role during each compliance cycle so the final confirmation can complete for the expatriate population.

Answer: A

Explanation:

Feedback:

The users can search, open, edit, and review the records, so the general process path is already available. The failure happens only at the final execution layer for one protected population, which indicates a permission-scope or target-population dependency rather than a total access failure. Adjusting only the approved final-step scope preserves governance and restores the recurring controlled process.

NEW QUESTION # 219

A consultant is validating a position archival process in SAP SuccessFactors Employee Central and Position Management before a quarterly structure cleanup. In the public cloud web-based environment, HR specialists can change selected positions to an archived status and save successfully. The archived status is visible on the position record, but for a subset of archived positions the expected restriction on reuse does not apply, and those positions still appear selectable during later planning preparation.

Older archived positions behave correctly. The customer confirms the affected positions belong to a newly introduced position category used for short-term project roles and wants to keep that category because reporting depends on it. The consultant must restore correct archival behavior without asking planners to manually screen out invalid positions.

What should the consultant investigate first?

Response:

- A. Recreate the affected positions under an older category so archival behavior matches existing records immediately.
- B. Ask planners to verify every archived project-role position manually before using any list in planning preparation.
- **C. Review the dependency between the new position category and archival-state enforcement, then correct the configuration controlling reuse restrictions after save.**
- D. Remove the archived status from the process and instruct users to track obsolete positions outside the system during cleanup.

Answer: C

Explanation:

Feedback:

The save succeeds and the archived state is visible, so the primary status update is functioning. The failure appears in the next lifecycle layer, where archived positions should become unavailable for reuse. Because only the newly introduced category is affected, the likely root cause is a category-specific dependency controlling archival enforcement. Correcting that configuration restores intended lifecycle behavior without abandoning the reporting design.

NEW QUESTION # 220

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