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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 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>
Topic 2	<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>

Topic 3	<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>
Topic 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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q84-Q89):

### NEW QUESTION # 84

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Employee View
- B. Employee Data**
- C. Employee Central Effective Dated Entities
- D. Manage User

### Answer: B

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool. This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

### NEW QUESTION # 85

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create lower-level positions from the Position Org Chart**
- B. To restrict access to create positions from Manage Positions
- C. To restrict access to create positions based on the granted user's target population**
- D. To restrict access at the field level when creating positions

### Answer: A,C

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A. To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C. To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

### NEW QUESTION # 86

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Set the externalName field to Data Type = User.

- B. Create one configuration UI for the object.
- C. Create a Valid When association for the object.
- D. Set the externalCode field to Data Type = User.

**Answer: B,D**

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

C . Create one configuration UI for the object.

A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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D . Set the externalCode field to Data Type = User.

The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

A . Set the externalName field to Data Type = User.

The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

B . Create a Valid When association for the object.

While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

## NEW QUESTION # 87

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish regular housekeeping tasks and procedures.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish release management.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish an organizational structure, technical foundation, and transformation methodology for clean core.

**Answer: B,D,E**

Explanation:

SAP recommends the following guiding principles to maintain clean core operations:

Integrate Clean Core Practices in End-to-End Processes: Embed clean core strategies throughout the value chain for consistency.

Define Roles and Responsibilities: Establish clear accountability for clean core implementation via a process transformation office.

Organizational and Technical Foundation: Develop a robust framework, including technical structures and methodologies, to drive clean core adherence.

Other activities like release management and regular housekeeping are operational best practices but not core guiding principles.

Scenario 1: HR Transaction Rules

## NEW QUESTION # 88

Based on the screenshot below, can you identify any errors on the definition of the business rule to Default Position Attributes? Note: There are 2 correct answers to this question.

- A. The Company field should NOT be included in the business rule.
- B. The workflow configuration should NOT be included in the business rule.
- C. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours.
- D. The Parent Position field should NOT be included in the business rule.

**Answer: C,D**

Explanation:

\* C. The Parent Position field should NOT be included in the business rule:

\* The Parent Position field is typically derived automatically based on position hierarchy and does not require explicit inclusion in a business rule for defaulting position attributes.

\* D. The FTE field should be derived from the business rule to Calculate FTE based on Standard Hours:

\* The FTE (Full-Time Equivalent) value should be calculated using a dedicated rule that accounts for standard hours, rather than being directly included in a defaulting rule.

Including these fields inappropriately can lead to data inconsistencies or rule execution issues.

## NEW QUESTION # 89

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