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## SAP C_THR81_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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 | • 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 | • 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 (Q64-Q69):

**NEW QUESTION # 64**

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

**Answer: B**

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 # 65
In which section in the Manage Permission Roles tool do you set Biographical Information?

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

**Answer: A**

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 # 66
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: Job Information; Assigned to Location field as onChange
- C. Base Object: Location: Assigned to Timezone field as onChange
- D. Base Object: Location; Assigned to Timezone field as onSave

**Answer: B**

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.

## NEW QUESTION # 67
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

low do you set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule?

○ Then

Set Spot Bonus Model.Employment Details Model.Job Information.Event Date to be equal to Spot Bonus Model.Spot Bonus.Employment Details.Job

○ Then

Set Compensation Information Model.Employment Details Model.Job Information.Event Date to be equal to Job Information.Event D

○ Then

Set Compensation Information Model.Event Date.Value to be equal to Compensation Information Model.Employment Details Model.Job I

● Then

Set Job Information Model.Employment Details Model.Compensation Information == Event Date to be equal to Job Information Model.Event
The rule selects one entry from the collection "Compensation Information" where

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

**Answer: A**

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

**NEW QUESTION # 68**
How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- **B. onView rules are supported when the fields are included in the template.**
- **C. onChange rules are supported when the fields are included in the template.**
- D. The system does NOT support onPostSave rules.

**Answer: B,C**

**NEW QUESTION # 69**
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