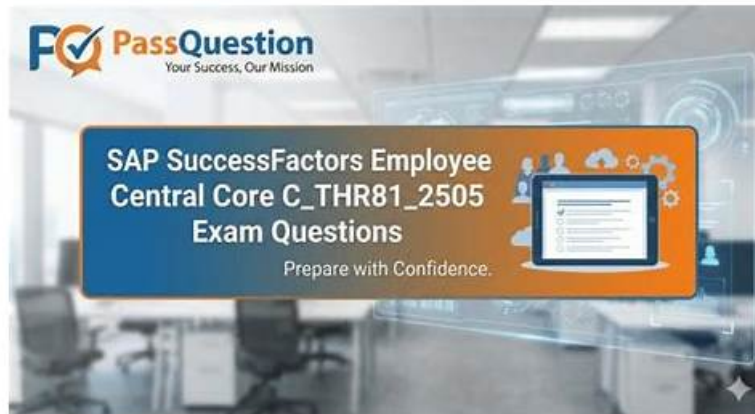


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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q58-Q63):

NEW QUESTION # 58

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

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

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 # 59

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. No Approver Behavior
- B. Context
- **C. Edit Transaction**
- D. Respect Permission

Answer: C

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

* The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

* When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 60

What properties are available when using model base objects in business rules? Note: There are 3 correct answers to this question.

- A. Max-length
- **B. Required**
- **C. Visibility**
- **D. Previous Value**
- E. PII

Answer: B,C,D

Explanation:

When working with model base objects in SAP SuccessFactors Employee Central business rules, the following properties are available:

B . Visibility

Visibility determines whether a field is displayed or hidden based on business rules. This is critical for maintaining data confidentiality or streamlining user interfaces.

C . Previous Value

This property allows rules to compare the current value of a field with its previous value, enabling conditional logic for actions such as triggering notifications or workflows.

E . Required

Required indicates whether a field must be populated before a record can be saved. Business rules can enforce data completeness using this property.

A . PII (Personally Identifiable Information) and D. Max-length are not applicable properties for business rules in the context of model base objects.

NEW QUESTION # 61

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- D. The target FTE is checked to prevent the position from being understaffed.

Answer: A

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 62

Fields in the termination screen are configured in which hris-element?

- A. Employment Information
- B. Personal Information
- C. Compensation Information
- D. Job Information

Answer: A

Explanation:

Fields displayed on the termination screen are configured in the Employment Information HRIS element. This element contains employment-specific details, such as hire dates, termination dates, and reasons for termination.



Other HRIS elements like Personal Information, Compensation Information, and Job Information do not manage termination-specific configurations

NEW QUESTION # 63

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