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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"> 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 3	<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 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 (Q75-Q80):

NEW QUESTION # 75

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Valid When association in the division object definition**
- B. A Composite association in the division object definition
- C. A Valid When association in the business unit object definition
- D. A Composite association in the business unit object definition

Answer: A

Explanation:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

NEW QUESTION # 76

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

Scenario 2: Approvals for Self-Service

2 of 10

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

The screenshot shows the SAP Fiori interface for configuration. At the top, there is a note: "If this rule is always true, to add an expression please uncheck the Always True checkbox." Below this, there are three configuration steps:

- Step 1: Personal Information Model Event Date Value is equal to Today()
- Step 2: Context.Current User is equal to Login User
- Step 3: Context.Current User is not equal to Null

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

Answer: C

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.

* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 77

Which action in the THEN statement is used for propagation?

- A. Create
- B. Execute
- C. Raise
- D. Set

Answer: D

NEW QUESTION # 78

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Job Relationship Info
- C. Employment Details
- D. Pay Component Recurring

Answer: A,C

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 79

To which Job information field will you assign the Default_JobClass rule?

- A. Job Code
- B. Employee Class
- C. Pay Grade
- D. Job Title

Answer: A

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 80

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