

# C-THR81-2505 Exam Blueprint - Reliable C-THR81-2505 Learning Materials



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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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>

Topic 4	<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>
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### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q57-Q62):

#### NEW QUESTION # 57

How are business rules handled in Employee Central Quick Actions?

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

**Answer: C,D**

#### NEW QUESTION # 58

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

**Answer: A,B**

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 # 59

How do you create country/region-specific fields (CSF) for a country that does NOT have pre-delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Update the condition and condition values of the association.
- B. **Create a composite association to the new generic object on Legal Entity.**
- C. Update the field criteria of the association.
- D. **Create a new generic object.**
- E. Create a composite association on the new generic object to Legal Entity.

**Answer: B,C,D**

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

### NEW QUESTION # 60

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. **Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- D. Create permission groups for each legal entity and assign them to the HR admin role.

**Answer: A**

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

\* Create a Dynamic Role using the Legal Entity filter.

\* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 61

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

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

**Answer: A,B**

### 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 # 62

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