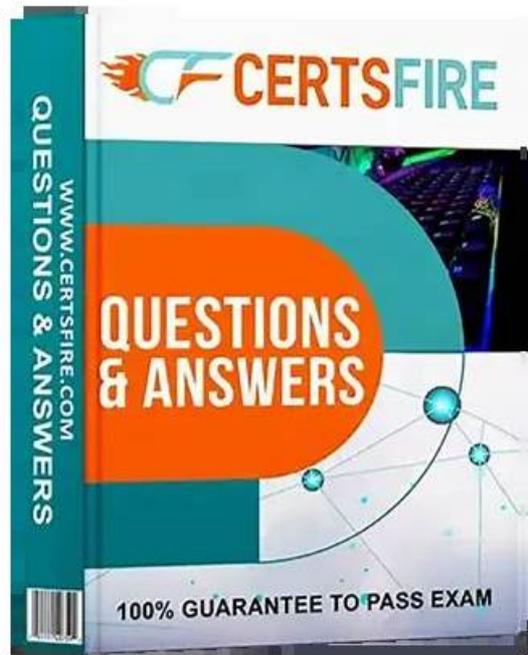


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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.

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"> 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q38-Q43):

NEW QUESTION # 38

How do you create country-specific fields for the Legal Entity object?

- A. As an HRIS element in the Country Specific Field for Corporate Data Model with a Valid When association to the Legal Entity object
- B. As a generic object with a Valid When association to the Legal Entity object
- C. As a generic object with a composite association to the Legal Entity object
- D. As an HRIS element in the Corporate Data Model with a composite association to the Legal Entity object

Answer: A

Explanation:

To create country-specific fields for the Legal Entity object in SAP SuccessFactors Employee Central, you should define these fields as an HRIS element within the Country-Specific Field section of the Corporate Data Model. This approach allows the system to manage country-specific attributes effectively. The 'Valid When' association is utilized to ensure that these fields are applicable only when certain conditions, such as the country of registration, are met. This configuration ensures that the Legal Entity object contains fields relevant to specific countries, facilitating accurate data management and compliance with local regulations.

NEW QUESTION # 39

Which mathematical formula must be set in the THEN condition to meet the Jobinfo_FTE_Comp rule requirement?

- A. $(\text{Previous FTE Value} - \text{Current FTE Value}) \times \text{Base Salary}$
- B. $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$
- C. $(\text{Current FTE Value} - \text{Previous FTE Value}) / \text{Base Salary}$
- D. $(\text{Base Salary} / \text{Current FTE Value}) \times \text{Previous FTE Value}$

Answer: B

Explanation:

The formula $(\text{Base Salary} / \text{Previous FTE Value}) \times \text{Current FTE Value}$ ensures that the base salary is adjusted correctly when there is a change in the Full-Time Equivalent (FTE) value. This formula maintains salary proportionality by recalculating the base salary

based on the ratio of the new FTE value to the previous FTE value. It is critical in cases where FTE adjustments impact an employee's compensation.

Scenario 1: HR Transaction Rules

NEW QUESTION # 40

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Composite association - Child object
- B. Valid When association - Higher level object
- C. Composite association - Parent object
- D. Valid When association - Lower level object

Answer: A,B

Explanation:

* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 41

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?

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As employees 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?

The screenshot shows four options for building an IF condition in a business rule. Each option consists of two conditions connected by an AND operator. Option A is selected and highlighted in red. The conditions for Option A are: 'Context.Current User is equal to Login User' and 'Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value'. The other options are: Option B: 'Context.Current User is equal to Login User' and 'Personal Information Model.Nationality.Value is equal to Personal Information Model.Nationality.Previous Value'; Option C: 'Context.Current User is not equal to Login User' and 'Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value'; Option D: 'Context.Current User is not equal to Personal Information Model.First Name.Value' and 'Personal Information Model.Nationality.Value is not equal to Personal Information Model.Nationality.Previous Value'.

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

Answer: A

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 # 42

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

- A. To translate MDF FO field labels

- B. To translate any generic object field labels in the instance
- C. To translate XML and MDF FO field labels
- D. To translate XML FO field labels

Answer: A

NEW QUESTION # 43

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