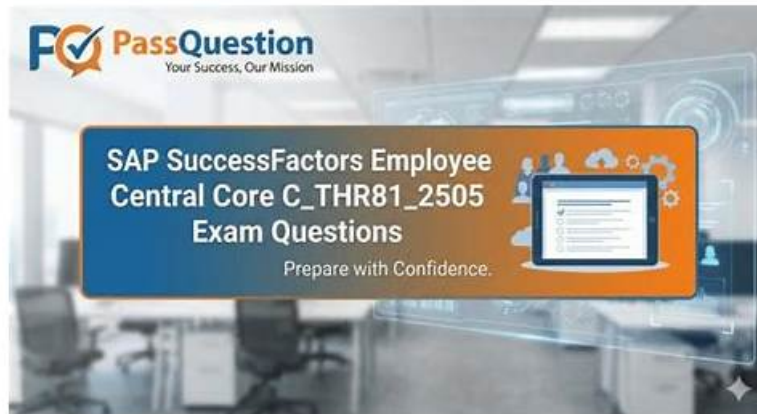


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SAP C-THR81-2505 Exam Syllabus Topics:

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"> 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"> • 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 4	<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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q24-Q29):

NEW QUESTION # 24

Which HRIS elements share the same People Profile block? Note: There are 2 correct answers to this question.

- A. personInfo and globalInfo
- B. personalInfo and globalInfo
- C. jobInfo and organizationInfo
- D. compInfo and payComponentRecurring

Answer: B,D

Explanation:

In SAP SuccessFactors Employee Central, the People Profile is designed to consolidate related HRIS elements into cohesive blocks for streamlined data management. Specifically, the compInfo (Compensation Information) and payComponentRecurring (Recurring Pay Components) HRIS elements share the same People Profile block. Similarly, the personalInfo (Personal Information) and globalInfo (Global Information) HRIS elements are grouped together within the People Profile. This structured grouping enhances the user experience by providing a unified view of related employee information.

NEW QUESTION # 25

Which of the following are possible options when working with SAP SuccessFactors Employee Central employee identifiers? Note: There are 3 correct answers to this question.

- A. Once generated, you CANNOT change a person id external.
- B. A user can have multiple user ids.
- C. A user can have only one person id external.
- D. A user can have only one user id.
- E. Once generated, you CANNOT change a user id.

Answer: B,C,E

Explanation:

In SAP SuccessFactors Employee Central, employee identifiers are managed as follows:

A. Once generated, you CANNOT change a user id.

The User ID serves as a unique identifier for an employee's employment record. Once assigned, it cannot be altered.

D. A user can have multiple user ids.

An employee may possess multiple User IDs, especially in scenarios involving concurrent employment or global assignments. Each employment instance is associated with a distinct User ID.

E. A user can have only one person id external.

The Person ID External uniquely identifies an individual across all employment records within the system. An employee is assigned a single Person ID External, regardless of the number of employments.

Options B and C are incorrect:

B. A user can have only one user id.

This is incorrect because, as mentioned, an employee can have multiple User IDs corresponding to different employment instances.

C. Once generated, you CANNOT change a person id external.

This is incorrect. While the Person ID External is intended to be a stable identifier, it can be changed if necessary, though such

changes should be managed carefully to maintain data integrity.

NEW QUESTION # 26

A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- **A. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.**
- B. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.
- C. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- D. Create a field in the Legal Entity France object in Configure Object Definition.

Answer: A

Explanation:

To create a custom field that appears only for legal entity France:

Use Configure Object Definition to add the field in the Legal Entity object.

Add field criteria to display the field conditionally based on the country being France.

This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 27

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request.

How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver?

Refer to the screenshot to answer the question

- **A. By selecting in Step 1: Role - Manager - Source - Initiator**
- B. By selecting in Step 1: Role - Employee HR-Source- Initiator
- C. By selecting in Step 1: Role - Employee HR - Source - Employee
- D. By selecting in Step 1: Role - Self-Source - Initiator

Answer: A

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

Approver Type: Manager

Approver Role: Manager

Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 28

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

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

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 # 29

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