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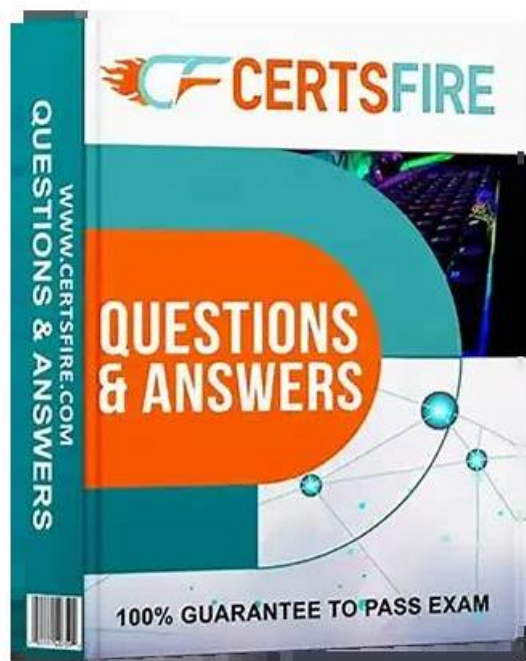
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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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	• 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	• 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 (Q48-Q53):

NEW QUESTION # 48
A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.
When will the synchronization happen?

- A. Saturday, the day after the sync job completes
- B. Friday, when the sync job completes
- C. Tuesday, the day the transaction is entered
- D. Thursday, when the change becomes effective

Answer: B

Explanation:
In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.
This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

NEW QUESTION # 49
A business rule triggers a transfer event reason when an employee's location is changed. Which base object would you use for this business rule?

- A. Employee Information
- B. Job Information Model
- C. Job Information
- D. Employee Information Model

Answer: B

Explanation:
When creating a business rule to trigger a transfer event reason upon a location change, the Job Information Model is the correct base object. This is because location is a field within the Job Information entity, and changes to fields within this entity are best handled using the Job Information Model base object for related rules.
Correct answer:
C: Job Information Model

NEW QUESTION # 50
Which object requires entity-type to be configured in HRIS sync mapping?

- A. compInfo
- B. jobinfo
- C. personInfo
- D. phoneInfo

Answer: D

Explanation:
When configuring HRIS sync mappings in SAP SuccessFactors Employee Central, the phoneInfo (Phone Information) object requires the entity-type attribute to be specified. This attribute distinguishes between different types of phone numbers, such as business or personal, ensuring that each phone number is correctly categorized and synchronized within the system. Accurate configuration of the entity-type is essential for maintaining the integrity of contact information across the platform.

NEW QUESTION # 51
How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: C

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 52
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. Create a composite association to the new generic object on Legal Entity.
- B. Update the condition and condition values of the association.
- C. Create a new generic object.
- D. Update the field criteria of the association.
- E. Create a composite association on the new generic object to Legal Entity.

Answer: A,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 # 53

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