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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. |

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|---------|--|
| 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. |

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

NEW QUESTION # 38

In which of the following HRIS elements do you assign workflow derivation rules for new hires?

- A. Compensation Information
- B. Personal Information
- C. Biographical Information
- D. Job Information

Answer: D

Explanation:

Workflow derivation rules for new hires are assigned in the Job Information HRIS element.

The Job Information section contains employment-specific details and is the primary place where workflows for hiring processes are configured.

This ensures that workflows for approvals or other processes are correctly derived and triggered during the hire action.

NEW QUESTION # 39

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?

Scenario 2: Approvals for Self-Service

8 of 10

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?



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

Answer: B

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 # 40

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

Answer: A,C,E

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 # 41

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this

question.

- A. By association, using the countryOfRegistration.code in the Source Filter Criteria
- B. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the countryOfRegistration.code in the Condition

Answer: B,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 42

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. onInit rules
- B. onChange rules
- C. onView rules
- D. onSave rules

Answer: B,D

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . onChange rules

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . onSave rules

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

NEW QUESTION # 43

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