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## How I Prepared SAP C-THR81-2505 Exam Questions In One Week? [2026]

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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>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>

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>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>

## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q27-Q32):

### NEW QUESTION # 27

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

**Answer: A**

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

\* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

\* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

### NEW QUESTION # 28

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

Scenario 2: Approvals for Self-Service

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.  
How do you create the IF condition for the workflow derivation rule to meet the above requirements?

The screenshot shows a configuration interface for a workflow derivation rule. It lists four options for the IF condition:

- Option A: `! Login User() is equal to Current Current User Job Information Supervisor` AND `Job Information Model Event Reason Value is equal to Location Change (SAPLOC)`
- Option B: `Current Current User is equal to Job Information Model Information Supervisor` AND `Job Information Model Event Reason Value is equal to Location Change (SAPLOC)`
- Option C: `! User is in Permission Group User ID: Login User() Permission Group Name` AND `Job Information Model Event Reason Value is equal to Location Change (SAPLOC)`
- Option D: `! User is in Permission Group User ID: Login User() Permission Group Name` AND `Job Information Model Event Reason Value is equal to Location Change (SAPLOC)`

Option C is highlighted in red, indicating it is the correct answer.

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

**Answer: C**

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow

derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers  
Scenario 2: Approvals for Self-Service

### NEW QUESTION # 29

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

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

**Answer: A,B**

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 # 30

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

- A. Employee Data
- B. Employee View
- C. Manage User
- 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 # 31

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

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

**Answer: B**

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

Checks if the Context.Current User is equal to the Login User.

