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

NEW QUESTION # 38
How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:
To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:
Navigate to the <dg-filters> section within the Succession Data Model.
Add an entry for the cost-center object within the <dg-filters> section.
This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.
A: Go to <dg-filters> then add cost-center

NEW QUESTION # 39
What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Location
- B. Address1
- C. City
- D. Country

Answer: D

Explanation:
In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

NEW QUESTION # 40
What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service? Note: There are 2 correct answers to this question.

- A. Create a Valid When association for the object.
- B. Create one configuration UI for the object.
- C. Set the externalName field to Data Type = User.
- D. Set the externalCode field to Data Type = User.

Answer: B,D

Explanation:
To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:
C . Create one configuration UI for the object.
A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.
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D . Set the externalCode field to Data Type = User.

The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.
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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:
A . Set the externalName field to Data Type = User.
The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.
B . Create a Valid When association for the object.
While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 41
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- C. It can be accessed by using SAP For Me.
- D. Customers can grant access to the dashboard to partners.

Answer: C,D

Explanation:
The clean core dashboard offers tools to monitor and maintain clean core operations.
Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.
Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.
The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

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

Answer: A

NEW QUESTION # 43
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