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### SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Position Management:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Employee Central Core:</b> 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 (Q22-Q27):

### NEW QUESTION # 22

To which Job information field will you assign the Default\_JobClass rule?

- A. Employee Class
- **B. Job Code**
- C. Pay Grade
- D. Job Title

**Answer: B**

Explanation:

The Default\_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

### NEW QUESTION # 23

Which condition must be used for the jobinfo\_FTE\_Comp rule?

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

**Answer: B**

Explanation:

For the Jobinfo\_FTE\_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 24

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

**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 # 25

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position
- **B. Set or reset TBH status if an incumbent's FTE is changed**
- **C. Trigger workflows on Job Information if the position changes are synchronized to the incumbents**
- **D. Respect workflow at Copy Position in Position Organizational Chart**
- E. Define a specific transition period for a group of positions

**Answer: B,C,D**

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

A. Trigger workflows on Job Information if the position changes are synchronized to the incumbents:

Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.

B. Respect workflow at Copy Position in Position Organizational Chart:

Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.

E. Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:

Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

#### NEW QUESTION # 26

This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.

How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- C. Create dynamic groups per each legal entity and add the necessary approver steps.
- **D. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group**

**Answer: D**

Explanation:

For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:

\* Create a Dynamic Role using the Legal Entity filter.

\* Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity. This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.

Scenario 2: Approvals for Self-Service

#### NEW QUESTION # 27

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