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SAP C_THR81_2505 Exam

SAP Certified Associate - SAP SuccessFactors Employee Central Core

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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 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 3	<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.
Topic 4	<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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q17-Q22):

NEW QUESTION # 17

How are business rules handled in Employee Central Quick Actions?

- A. The system supports all onSave rules.
- B. onChange rules are supported when the fields are included in the template.**
- C. The system does NOT support onPostSave rules.
- D. onView rules are supported when the fields are included in the template.**

Answer: B,D

NEW QUESTION # 18

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. User Id
- B. Personal Id External**
- C. Event Date**
- D. Username

Answer: B,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B . Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

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D . Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A . Username

The username is associated with system login credentials and is not a required field for importing personal information.

C . User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

NEW QUESTION # 19

Which condition must be used for the jobinfo_FTE_Comp rule?

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

Answer: D

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 # 20

Which rule supports the Default_JobClass requirement?

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

Answer: D

Explanation:

The rule in Option B supports the Default_JobClass requirement by setting default values for fields such as Job Title, Pay Grade, and Employee Class when the Job Classification field is NULL. This ensures that appropriate default data is applied to job information records when certain fields are not explicitly filled.

Scenario 1: HR Transaction Rules

NEW QUESTION # 21

What tags are supported in alert messages?

Note: There are 2 correct answers to this question.

- A. [[RECIPIENT_NAME]]
- B. [[EVENT_REASON]]
- C. [[SUBJECT_USER]]
- D. [[HRIS_ELEMENT]]

Answer: B,C

Explanation:

SAP SuccessFactors Employee Central supports specific tags in alert messages to provide dynamic content.

The following tags are supported:

- * [[SUBJECT_USER]]: Refers to the user for whom the alert is generated.
- * [[EVENT_REASON]]: Refers to the event reason triggering the alert.

Correct Answers:

- * A: [[SUBJECT_USER]]
- * B: [[EVENT_REASON]]

NEW QUESTION # 22

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