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SAP C_P2W81_2505 Exam Syllabus Topics:

Section

Weight

Objectives

Topic 1: Employee Central Core Configuration	21% - 30%	- HRIS Elements and Configurations
		• 1. Personal Information, Employment Information, and Job Information • 2. Data Models and Field Definitions
		- Business Rules and Validations
Topic 2: Data Import and Export	11% - 20%	• 1. Rule Scenarios and Trigger Types • 2. Propagation and Derivation Logic
		- Export and Reporting
		• 1. Data Export Formats and Scheduling • 2. Ad Hoc Reports and Advanced Reporting
Topic 3: Security and Permissions	≤10%	- Import Tools and Methods
		• 1. Import Manager and Data Models • 2. Legacy Data Migration Strategy
		- Employee Central Security
Topic 4: Position Management	11% - 20%	• 1. Workflow Permissions and Access • 2. Field-Level and Object-Level Security
		- Role-Based Permissions (RBP)
		• 1. Target Populations and Access Control • 2. Permission Roles and Groups
Topic 5: Workflow and Approvals	≤10%	- Position Object Configuration
		• 1. Position Hierarchy and Relationships • 2. Position Creation and Maintenance Rules
		- Position Management Integration
Topic 6: Foundation Objects and Metadata Framework	11% - 20%	• 1. Workflow and Approval Setup • 2. Integration with Job Information and Org Structure
		- Self-Service Workflows
		• 1. Approval Routing and Notifications • 2. HR Transactions and Employee Self-Service
		- Workflow Configuration
		• 1. Workflow Triggers and Steps • 2. Approval Rules and Escalations
		- Metadata Framework (MDF)
		• 1. Custom Objects and Configurations • 2. MDF Security and Permissions
		- Foundation Object Setup and Associations
		• 1. Associations, Validations, and Hierarchies • 2. Legal Entity, Business Unit, Department, and Cost Center

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q40-Q45):

NEW QUESTION # 40

Your customer wants to create an association, with the requirement that one division can belong to many business units. What association do you need to build?

- A. A Composite association in the business unit object definition
- B. A Composite association in the division object definition
- C. A Valid When association in the division object definition
- D. A Valid When association in the business unit object definition

Answer: C

NEW QUESTION # 41

How do you trigger a business rule to populate the Standard Hours field from Legal Entity records in the Add New Employee wizard?

- A. Event Type: onEdit; Base Object: Employee Information
- B. Event Type: onSave; Base Object: Legal Entity
- C. Event Type: onChange; Base Object: Employee Information
- D. Event Type: onInit; Base Object: Standard Hours

Answer: D

NEW QUESTION # 42

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked too prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The standard hours are checked to prevent the position from being understaffed.
- D. The target FTE is checked too prevent the position from being understaffed.

Answer: A

NEW QUESTION # 43

The manager has the ability to change the salary during the workflow.

Which of the following options do you need to select for a new workflow to be triggered when the manager edits the salary?

- A. No edit
- B. Edit Attachment Only
- C. Edit without Route Change
- D. Edit with Route Change

Answer: C

NEW QUESTION # 44

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source By selecting in Step 2: Role - Manager - Target
- B. By selecting in Step 1: Position Relationship - Parent Position - Source By selecting in Step 2: Position Relationship - Parent Position - Target
- **C. By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager - Target**
- D. By selecting in Step 1: Role - Manager - Source By selecting in Step 2: Role - Manager Manager - Target

Answer: C

NEW QUESTION # 45

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