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## New C-THR81-2505 Exam Test, C-THR81-2505 Exam Prep

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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 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>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 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 (Q29-Q34):

### NEW QUESTION # 29

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. pay-component-code
- B. value
- C. is-target
- D. frequency
- E. pay-date

**Answer: A,B,E**

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

- \* A. value
- \* This field captures the monetary amount of the non-recurring payment.
- \* B. pay-component-code
- \* This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.
- \* C. pay-date
- \* This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system.

It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

### NEW QUESTION # 30

Which clause meets the WFD\_Address rule requirement?

Scenario 1: HR Transaction Rules

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Which clause meets the WFD\_Address rule requirement?

**SAP**

① if  
 Addresses.wConfig.Name is not equal to Address Change  
 Then  
 Set Addresses.wConfig to be equal to Address Change(AddressChange)

② if  
 Addresses.Address1 is equal to Null  
 or  
 Addresses.City is equal to Null  
 or  
 Addresses.CountryRegion is equal to Null  
 Then  
 Set Addresses.wConfig to be equal to Address Change(AddressChange)

③ if  
 Addresses.Address1 is equal to Null  
 and  
 Addresses.City is equal to Null  
 and  
 Addresses.CountryRegion is equal to Null  
 Then  
 Set Addresses.wConfig to be equal to Address Change(AddressChange)

④ if  
 This rule is always true.  
 To add an expression please uncheck the Always true box.  
 Set Addresses.wConfig to be equal to Address Change(AddressChange)

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

**Answer: A**

**Explanation:**

The clause in Option D meets the WFD\_Address rule requirement because it checks the following conditions comprehensively:  
 Address is not equal to Null.

City and CountryRegion are equal to Null.

When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 31

What is generic object foTranslation used for in SAP SuccessFactors Employee Central?

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

**Answer: A**

### NEW QUESTION # 32

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

## Answer: A

Explanation:

To populate the Standard Hours field from Legal Entity records in the Add New Employee wizard, the business rule should be configured with:

Event Type: onInit

This event triggers the rule during the initialization phase of the Add New Employee wizard.

Base Object: Standard Hours

The rule applies to the Standard Hours field, pulling data from the Legal Entity record.

Other event types such as onChange, onEdit, or onSave are not appropriate for pre-populating fields during the Add New Employee process.

## NEW QUESTION # 33

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee's job title is changed via Manager Self-Service (MSS) to become effective on Thursday.

When will the synchronization happen?

- A. Tuesday, the day the transaction is entered
- B. Friday, when the sync job completes
- C. Thursday, when the change becomes effective
- D. Saturday, the day after the sync job completes

## Answer: B

Explanation:

In SAP SuccessFactors Employee Central, the HRIS synchronization (sync) job is responsible for aligning data between different modules and ensuring consistency across the system. When an employee's job title is changed via Manager Self-Service (MSS) with an effective date set to Thursday, and the HRIS sync job is scheduled to run every Friday, the synchronization will occur on Friday, when the sync job completes.

This means that any changes made effective on Thursday will be synchronized during the next scheduled HRIS sync job on Friday. Therefore, the correct answer is C. Friday, when the sync job completes.

## NEW QUESTION # 34

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