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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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 4	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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q23-Q28):

NEW QUESTION # 23

What base object must you use for the Jobinfo_FTF_Comp rule?

- A. Non Recurring Pay Component Model
- B. Compensation Information Model
- **C. Job Information Model**
- D. Compensation Model

Answer: C

Explanation:

The Job Information Model is the base object used for the Jobinfo_FTF_Comp rule.

This rule applies to job information-related events and ensures that the necessary validations or transformations are triggered based on job data changes.

As Job Information is the foundational data structure for tracking employee roles, positions, and assignments, it is the correct base object for this scenario.

Scenario 1: HR Transaction Rules

NEW QUESTION # 24

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

Answer: B

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 # 25

Which action will trigger a system validation for an in-progress workflow?

- A. Rehiring an inactive employee
- B. Updating Job Information with the same effective date
- C. Adding a new employee
- **D. Terminating an employee**

Answer: D

NEW QUESTION # 26

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

Answer: B

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

Step 1: Role - Manager - Source (current manager of the employee).

Step 2: Role - Manager - Target (future manager of the employee).

This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 27

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the employee initiates the workflow
- **B. When the workflow is approved by all approvers**
- C. When the approvers decline the workflow
- D. When the workflow is sent back by any approver

Answer: B

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 28

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