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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	• 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 3	• 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 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 (Q25-Q30):

NEW QUESTION # 25
Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.
Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 26
Where do you enable the Enter Manager to Filter Positions option to only display manager's lower-level positions in Hire, MSS Job Information and History?

- A. In Configure Object Definitions > Position
- B. In Manage Business Configuration > jobinfo
- C. In Settings > Hierarchy Adaptation
- D. In Settings > UI Customizing

Answer: D

NEW QUESTION # 27
In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Rules for Hire/Rehire
- B. Trigger Workflows
- C. Trigger Rules to Display Internal Job History
- D. Save Changes to Foundation Objects

Answer: A,B

Explanation:
In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:
A . Trigger Workflows
Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.
C . Trigger Rules for Hire/Rehire
During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to

ensure compliance with organizational policies.
Options B and D are not typically associated with model base objects in business rules:
B . Trigger Rules to Display Internal Job History
Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.
D . Save Changes to Foundation Objects
While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 28
Which of the following processes in Position Management are controlled from Position Management Settings?
Note: There are 3 correct answers to this question.

- A. Synchronize Position Matrix Relationships to Job Relationships of Incumbents
- B. Follow Up Activity in Position
- C. Move Position with Supervisor on Job Information change
- D. Automated Daily Hierarchy Adaptation
- E. To Be Hired Status Adaptation

Answer: B,D,E

Explanation:
The following processes in Position Management are controlled from the Position Management Settings:
* Follow Up Activity in Position: Allows configuration of follow-up actions such as automatically adjusting positions after specific events (e.g., vacancy creation).
* Automated Daily Hierarchy Adaptation: Ensures daily updates to the position hierarchy based on changes to positions or organizational relationships.
* To Be Hired Status Adaptation: Automatically adjusts the "To Be Hired" status of positions based on certain conditions or events.These settings streamline position management and help maintain accurate organizational structures.

NEW QUESTION # 29
Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can grant access to the dashboard to partners.
- B. It can be used in all SAP S/4HANA Cloud editions.
- C. It can be accessed by using SAP For Me.
- D. Customers can use the dashboard in the dev, test, and production tenants.

Answer: A,C

Explanation:
The clean core dashboard offers tools to monitor and maintain clean core operations.
Access via SAP For Me: The dashboard can be reached through the SAP For Me portal, a customer-centric interface for managing SAP environments.
Partner Access: Customers can grant partners access to the clean core dashboard, allowing collaborative management and monitoring.
The dashboard's functionality in specific tenants (like dev, test, production) or availability across all SAP S/4HANA Cloud editions depends on the specific system configurations.

NEW QUESTION # 30
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