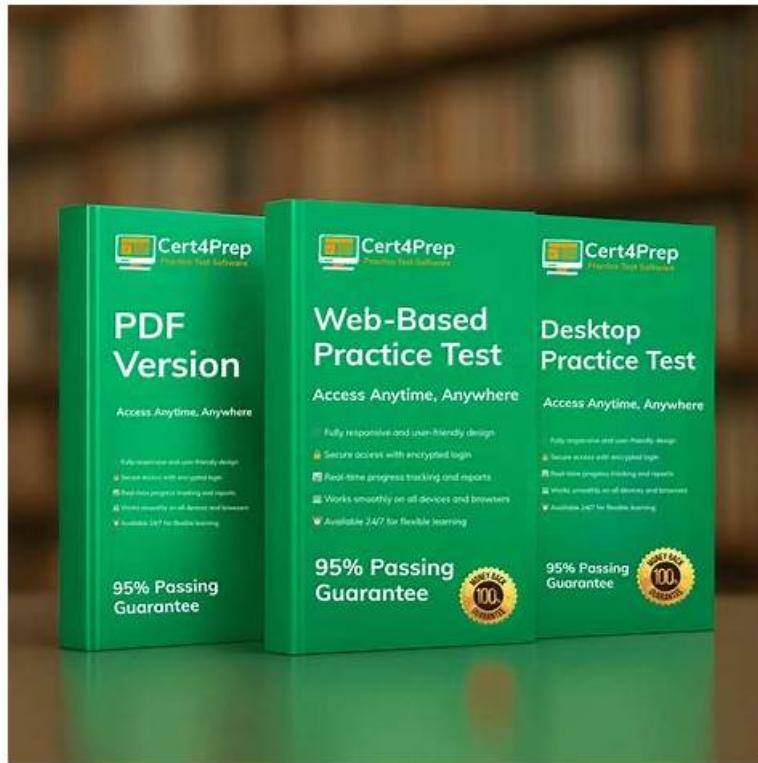


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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.

Topic 4	<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.
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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q49-Q54):

NEW QUESTION # 49

An employee will be changing their nationality information on their own. How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

8 of 10

An employee will be changing their nationality information on their own.

How do you build the IF condition in the business rule so they can do this?



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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

Validate that the `Context.Current User` is equal to `Login User` (ensures that the logged-in user is making the changes).

Check if the `Nationality.Value` is not equal to the `Nationality.Previous Value` (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 50

Due to confidentiality reasons, when the HR Business Partner (maintained in Job Relationship) is creating a change in salary for an employee, this action will need to be approved by the manager of the HR Business Partner creating the request. How do you define this in the workflow when filling in the Approver Type, Approver Role, Context, and Relationship to Approver? Refer to the screenshot to answer the question

Workflow Configuration

Workflow ID: C0090000000000000000000000000000

Name: Change of Salary for Audit

Description: Future Dated Alternate Workflow for Audit

Step 1

Approver Type *	Approver Role *	Context *	Relationship to Approver *	Not Approved Behavior	Respect Permissions
Workflow Contributor	Contributor *	Relationship to Approver *	Context *	Respect Permissions	
CC Role	CC Role *	Relationship to Approver *	Context *	Respect Permissions	Email Destination Group

SAP® Respect Permissions

- A. By selecting in Step 1: Role - Employee HR-Source- Initiator
- B. **By selecting in Step 1: Role - Manager - Source - Initiator**
- C. By selecting in Step 1: Role - Self-Source - Initiator
- D. By selecting in Step 1: Role - Employee HR - Source - Employee

Answer: B

Explanation:

To ensure that the salary change initiated by the HR Business Partner is approved by their manager, you need to configure the workflow with the following details:

* Approver Type: Manager

* Approver Role: Manager

* Context: Initiator (this ensures the approval request is routed to the manager of the person initiating the workflow).

* Relationship to Approver: From the initiator's position, the system derives the relationship to their manager.

Selecting Role: Manager - Source: Initiator in Step 1 aligns with these requirements.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 51

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Hire
- B. Transfer
- C. Data change
- D. **Termination**

Answer: A,D

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

NEW QUESTION # 52

When the manager updates the location of an employee, the HR admin must be the approver. Note that the HR admin, manager, and HR Business Partner have access to change the location.

How do you create the IF condition for the workflow derivation rule to meet the above requirements?

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

Answer: C

Explanation:

To meet the requirement where the HR admin must approve the manager's updates to an employee's location, the workflow derivation rule must include the following IF condition:

Option A: Ensures that the condition checks whether the user belongs to the permission group for HR Admins, and the Event Reason value matches "Location Change".

This configuration aligns the workflow rule with the scenario requirements, where HR admins are explicitly designated as approvers
Scenario 2: Approvals for Self-Service

NEW QUESTION # 53

You have updated several position departments using Import and Export data, but the incumbent's data still shows the previous information for the department hr-is-field.

What are some possible causes for this data inconsistency? Note: There are 2 correct answers to this question.

- A. The technicalParameters value has NOT been set to SYNC in the position records.
- B. The business rule to sync data changes sets the Position Department to be equal to Job Information.Department.
- C. The technicalParameters column with a value of SYNC has NOT been included in the import file.
- D. The business rule to sync data changes sets the Job Information.Department to be equal to Job Information.Position.Department.

Answer: B,C

Explanation:

B . The technicalParameters column with a value of SYNC has NOT been included in the import file:

When importing position data, the technicalParameters column with the value "SYNC" must be included to ensure that changes to position attributes are synchronized to the incumbent's data.

C . The business rule to sync data changes sets the Position Department to be equal to Job Information.Department:

If the rule is incorrectly configured, the department field on the incumbent's job information may not update as expected. The correct configuration should align the position department with the incumbent's job information.

These factors contribute to discrepancies between position and incumbent data.

NEW QUESTION # 54

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