

C_THR81_2505 Prüfungen - C_THR81_2505 Online Tests



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SAP C_THR81_2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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.
Thema 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.
Thema 3	<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.
Thema 4	<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.

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C_THR81_2505 Prüfungsfragen

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SAP Certified Associate - SAP SuccessFactors Employee Central Core C_THR81_2505 Prüfungsfragen mit Lösungen (Q66-Q71):

66. Frage

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Derive Job Requisition Template in Recruiting Integration
- **B. Trigger Rules to Calculate Full-Time Equivalent**
- **C. Create Right to Return for Incumbent**
- D. Trigger Rules for Off Cycle Event Batch
- **E. Update Rule for Mass Change Run**

Antwort: B,C,E

Begründung:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.

These rules enhance the flexibility and functionality of position management processes.

67. Frage

Which condition must be used for the jobinfo_FTE_Comp rule?

□

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

Antwort: C

Begründung:

For the Jobinfo_FTE_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly.

The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

68. Frage

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

- D. A Composite association in the division object definition

Antwort: A

Begründung:

To create an association where one division can belong to many business units, you must build a Valid When association in the Division object definition.

Valid When associations define conditions under which an object (e.g., a Division) is valid for another object (e.g., a Business Unit). This setup supports the business rule that a single division may be linked to multiple business units while ensuring data integrity in the hierarchical structure.

69. Frage

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

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

Antwort: C

Begründung:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

70. Frage

How do you set the Event Reason Derivation rule to ensure event reasons are NOT overwritten?

- A. Set the IF statement to check if the event reason value is NULL and set the THEN statement as blank.
- B. Set the IF statement to Always True and set the THEN statement as blank.
- C. Set the IF statement to check if the event reason value is blank and set the THEN statement to NULL.
- D. Set the IF statement to check if the event reason value is NOT NULL and set the THEN statement as blank.

Antwort: B

Begründung:

To ensure that event reasons are not overwritten, the business rule should be configured as follows:

Set the IF statement to Always True: This ensures the rule is triggered every time.

Set the THEN statement as blank: This ensures that no new event reason value overwrites the existing one.

By following this configuration, the system avoids unnecessary overwriting of existing event reason values while processing changes.

71. Frage

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