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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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.

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The PrepAwayPDF is one of the top-rated and trusted platforms that are committed to making the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C-THR81-2505) certification exam journey successful. To achieve this objective PrepAwayPDF has hired a team of experienced and qualified C-THR81-2505 Exam trainers. They work together and put all their expertise to maintain the top standard of SAP C-THR81-2505 practice test all the time.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q79-Q84):

NEW QUESTION # 79
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 lo 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 # 80
This is a global customer and HR admins will be assigned based on legal entity. The HR admins should be getting approval workflows from their target population.
How can you define this in one workflow?

- A. Create permission groups for each legal entity and assign them to the HR admin role.
- B. Create dynamic groups per each legal entity and add the necessary approver steps.
- C. Create a dynamic role for each legal entity and assign the Resolver as the head of the legal entity.
- D. Create a dynamic role using the Legal Entity filter and assign the Resolver type as dynamic group

Answer: D

Explanation:
For a global customer where HR admins are assigned based on legal entities and need to receive approval workflows for their target population, you can configure the workflow as follows:
Create a Dynamic Role using the Legal Entity filter.
Assign the Resolver Type as a Dynamic Group to ensure the workflow automatically routes to the correct HR admin based on the legal entity.
This configuration avoids creating multiple static workflows and simplifies management by dynamically resolving approvers based on the legal entity.
Scenario 2: Approvals for Self-Service

NEW QUESTION # 81
How is the event reason derived when a business rule is enabled for import?

- A. The event reason is derived using the catch-all rule.
- B. The event reason must be selected manually.
- C. The onSave ERD rule overrides the event reason value indicated in the import file.
- D. The event reason indicated in the import overrides the onSave ERD rule.

Answer: D

Explanation:
In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.
Options A, B, and D are not accurate in this context:
A . The event reason is derived using the catch-all rule.
This is incorrect because the event reason in the import file overrides other rules.
B . The event reason must be selected manually.
This is not applicable during the import process, as the event reason is provided in the import file.
D . The onSave ERD rule overrides the event reason value indicated in the import file.
This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 82
Which permission controls a user's access to the Edit button in the history of Job Information?

- A. Job Information Actions > View History
- B. Job Information Actions > Correct
- C. Edit Link > Edit/Insert
- D. Job Information Actions > Edit/Insert

Answer: B

Explanation:
Job Information Actions > Correct permission controls the Edit button in the Job Information history.
This permission allows users to correct existing records without creating a new effective-dated record. It ensures that only authorized users can make retroactive changes to historical data.
Other permissions, such as Edit Link > Edit/Insert, Job Information Actions > Edit/Insert, or Job Information Actions > View History, do not directly control access to the Edit button in the history section.

NEW QUESTION # 83
Which object supports &&NO_OVERWRITE&& in imports? Note: There are 2 correct answers to this question.

- A. Employment Details
- B. Job Relationships
- C. Job History
- D. Addresses

Answer: A,C

Explanation:
The &&NO_OVERWRITE&& operator is supported in imports for:
A . Job History
This ensures that existing job history records are not overwritten during imports.
D . Employment Details
Employment details such as hire dates or termination records can also be preserved using this operator.
Job Relationships and Addresses do not support the &&NO_OVERWRITE&& operator.

NEW QUESTION # 84
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