

# Exam C-THR81-2505 Preview - Certification C-THR81-2505 Test Answers



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## SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

## Certification C-THR81-2505 Test Answers - C-THR81-2505 Exam Objectives

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### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q73-Q78):

#### NEW QUESTION # 73

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. Personal Id External
- B. Event Date
- C. User Id
- D. Username

**Answer: A,B**

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B . Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

SAP Help Portal

D . Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A . Username

The username is associated with system login credentials and is not a required field for importing personal information.

C . User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

#### NEW QUESTION # 74

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

**Answer: D**

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 # 75

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 - Self-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-Manager - Source**  
**\*By selecting in Step 2: Role - Manager - Target**

**Answer: D**

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 # 76**

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- **A. To restrict access to create lower-level positions from the Position Org Chart**
- **B. To restrict access to create positions based on the granted user's target population**
- C. To restrict access at the field level when creating positions
- D. To restrict access to create positions from Manage Positions

**Answer: A,B**

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

#### **NEW QUESTION # 77**

In a generic object with a picklist field, what must be entered in the Valid Values Source?

- **A. Picklist Code**
- B. Picklist Value External Code
- C. Picklist Value ID
- D. Legacy Picklist ID

**Answer: A**

Explanation:

When configuring a picklist field in a generic object within SAP SuccessFactors Employee Central, the Valid Values Source must be set to the Picklist Code. This configuration links the field to the appropriate set of predefined values, ensuring data consistency and integrity.

Options A, C, and D are not applicable in this context:

