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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q34-Q39):

NEW QUESTION # 34
What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

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

Answer: A,B,D

Explanation:
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.

NEW QUESTION # 35
Which rule can effectively catch all unspecified events in a transaction?

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

Answer: D

Explanation:
The rule in Option B effectively captures all unspecified events in a transaction because:
It sets the Event Reason Value to "Data Change" whenever the Event Reason Value is null.
This ensures that all unplanned or unspecified events are assigned a default action, which is crucial for maintaining data consistency and avoiding errors during transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 36

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: Role - Manager - Source
  * By selecting in Slep 2. Role-Manager Manager - Target
- B. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  * By selecting in Step 2: Position Relationship - Parent Position - Target
- C. By selecting in Step 1. Role-Manager - Source
  * By selecting in Step 2: Role - Manager - Target
- D. By selecting in Step 1: Role - Self-Source
  * By selecting in Step 2. Role- Manager - Target

Answer: C

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 # 37

Your customer would like to autogenerate the Position Code to avoid manual entry. Which of the following are prerequisites to achieve this requirement?
Note: There are 3 correct answers to this question.

- A. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > Save Rules
- B. Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules
- C. Set a Business Rule using the Rules for MDF Based Objects with the event type onSave and assign it in Position > code
- D. Set the Position Code field as read-only in the Position Object Definition
- E. Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab

Answer: B,D,E

Explanation:
To autogenerate the Position Code in Position Management, the following prerequisites must be fulfilled:
B . Set a Business Rule using the Trigger Rules to Generate Assignment ID External with the event type onSave and assign it in Position > Save Rules:
This rule ensures that the Position Code is automatically generated when a position is saved, based on the predefined logic in the

business rule.
C . Set Position External Code Generation by On Save rule to Yes in Position Management Settings > General tab:
Enabling this setting ensures that the system allows automatic code generation based on the onSave rules defined in the Position Management module.
E . Set the Position Code field as read-only in the Position Object Definition:
Making the Position Code field read-only prevents manual entry, ensuring that the code is exclusively autogenerated by the system.
These settings align with best practices in automating Position Code generation and reducing manual input errors.

NEW QUESTION # 38

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?
Note: There are 3 correct answers to this question.

- A. Create a composite association to the new generic object on Legal Entity.
- B. Create a composite association on the new generic object to Legal Entity.
- C. Update the field criteria of the association.
- D. Update the condition and condition values of the association.
- E. Create a new generic object.

Answer: A,C,E

Explanation:
To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:
Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.
Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.
Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.
These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

NEW QUESTION # 39

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