Free PDF Updated SAP - C-THR81-2505 - Sample SAP Certified Associate - SAP SuccessFactors Employee Central Core Exam

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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.

C-THR81-2505 Exam Objectives & C-THR81-2505 Valid Test Sims

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q35-Q40):

NEW QUESTION # 35
What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- **A. Composite**
- B. One-to-one
- C. Valid-When
- D. Join By Column

Answer: A

NEW QUESTION # 36
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 # 37
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

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

Answer: D

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 # 38
Which action will trigger a system validation for an in-progress workflow?

- A. Adding a new employee
- B. Updating Job Information with the same effective date
- C. Terminating an employee
- D. Rehiring an inactive employee

Answer: C

Explanation:
Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.
When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.
Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-progress workflows.

NEW QUESTION # 39
A customer needs to create a custom field that appears only for legal entity France. How do you create the required field?

- A. Create a field in the legalEntity HRIS element in the Country Specific Field Corporate Data Model.
- B. Create a field in the Legal Entity object in Configure Object Definition. Add field criteria to only display the field when country is France.
- C. Create a field in the Legal Entity France object in Configure Object Definition.
- D. Create a field in the legalEntity HRIS element in the Corporate Data Model. Add field criteria to only display the field when the country is France.

Answer: B

Explanation:
To create a custom field that appears only for legal entity France:
Use Configure Object Definition to add the field in the Legal Entity object.
Add field criteria to display the field conditionally based on the country being France.
This approach allows you to manage country-specific fields without modifying the Corporate Data Model directly.

NEW QUESTION # 40
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