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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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 (Q65-Q70):

NEW QUESTION # 65
What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

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

Answer: A,C,E

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 # 66
How does the system validate the destination object for composite associations?

- A. The system validates if the destination object has effective dating set to None.
- B. The system validates if the destination object has effective dating set to From Parent.
- C. The system validates if the destination object has effective dating set to Basic.
- D. The system validates if the destination object has effective dating set to Multiple Changes Per Day.

Answer: B

Explanation:
In SAP SuccessFactors Employee Central, when configuring composite associations, the system validates that the destination object has its effective dating set to "From Parent." This setting ensures that the effective dates of the associated records are synchronized with the parent object, maintaining data consistency across related entities.

This validation is crucial because it ensures that any changes in the parent object's effective dates are appropriately reflected in the associated child objects, thereby preserving the integrity of historical data and future-dated records.

NEW QUESTION # 67
Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

Explanation:
The SAP Business Accelerator Hub is the primary platform for exploring released APIs.
It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.
The hub is designed for simplifying API access and ensuring integration consistency in SAP environments.
Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 68
Which clause meets the WFD_Address rule requirement?

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

Answer: C

Explanation:
The clause in Option D meets the WFD_Address rule requirement because it checks the following conditions comprehensively:
Address is not equal to Null.
City and CountryRegion are equal to Null.
When these conditions are met, it sets the configuration for Address Change accordingly, ensuring data completeness and accuracy for address-related transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 69
An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

- A. Option B
- B. Option D

- C. Option C
- D. Option A

Answer: A

Explanation:
In order for an employee to change their nationality information on their own, the IF condition must:
Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).
Scenario 2: Approvals for Self-Service

NEW QUESTION # 70
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