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SAP C_THR81_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q28-Q33):

NEW QUESTION # 28

Which rule can effectively catch all unspecified events in a transaction?

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

Answer: C

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 # 29

To which Job information field will you assign the Default_JobClass rule?

- A. Job Code
- B. Employee Class
- C. Pay Grade
- D. Job Title

Answer: A

Explanation:

The Default_JobClass rule should be assigned to the Job Code field in Job Information. This field serves as the key reference for deriving other job-related attributes, such as Job Title, Pay Grade, and Employee Class, ensuring that defaults are set when required.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 30

Which destination objects do you select for the Valid When and Composite associations? Note: There are 2 correct answers to this question.

- A. Valid When association - Lower level object
- B. Composite association - Child object
- C. Valid When association - Higher level object
- D. Composite association - Parent object

Answer: B,C

Explanation:

* Valid When Association:

This is used to define conditional relationships and is applied to higher-level objects.

* Composite Association:

This is used to create parent-child relationships, where the child object is the destination.

NEW QUESTION # 31

How are business rules handled in Employee Central Quick Actions?

- A. The system does NOT support onPostSave rules.
- **B. onView rules are supported when the fields are included in the template.**
- C. The system supports all onSave rules.
- **D. onChange rules are supported when the fields are included in the template.**

Answer: B,D

NEW QUESTION # 32

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

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

Answer: A,B

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 # 33

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