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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	• 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	• 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	• 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 (Q23-Q28):

NEW QUESTION # 23
Your customer needs to set up a workflow to direct approval processes to the head of a business unit.
Which approver type do you use?

- A. Dynamic Group
- B. Manager
- C. Dynamic Role
- D. Role

Answer: C

Explanation:
To direct approval processes to the head of a business unit, you use a Dynamic Role. This approver type allows you to dynamically assign approval tasks based on relationships such as the head of a specific organizational structure.
A Manager approver type refers to direct line managers, which is different from business unit heads.
Dynamic Groups and Roles do not specifically address the dynamic nature of organizational roles like a business unit head.

NEW QUESTION # 24
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. Derive Job Requisition Template in Recruiting Integration
- C. Create Right to Return for Incumbent
- D. Trigger Rules for Off Cycle Event Batch
- E. Trigger Rules to Calculate Full-Time Equivalent

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 # 25

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 - Manager - 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 - Self-Source - Initiator

Answer: A

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 # 26

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being overstaffed.
- B. The standard hours are checked to prevent the position from being overstaffed.
- C. The target FTE is checked to prevent the position from being understaffed.
- D. The standard hours are checked to prevent the position from being understaffed.

Answer: A

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 27

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: A

Explanation:
To set the event date in Compensation Information for the Jobinfo_FTE_Comp cross-entity rule, Option D is the correct method. The approach ensures that the Event Date field in the Compensation Information section aligns with the Event Date in Job Information. This synchronization is crucial for maintaining consistency in effective dates across entities during HR transactions.
Scenario 1: HR Transaction Rules

NEW QUESTION # 28

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