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Latest Released SAP Online C-THR81-2505 Lab Simulation - C-THR81-2505 SAP Certified Associate - SAP SuccessFactors Employee Central Core

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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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	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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q10-Q15):

NEW QUESTION # 10

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. value
- B. pay-component-code
- C. pay-date
- D. frequency
- E. is-target

Answer: A,B,C

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

A . value

This field captures the monetary amount of the non-recurring payment.

B . pay-component-code

This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

C . pay-date

This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system. It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 11

Which objects are supported in cross-entity business rules? Note: There are 2 correct answers to this question.

- A. Pay Component Recurring
- B. Personal Information
- C. Work Permit Information
- D. Job Information

Answer: A,D

Explanation:

Cross-entity business rules in SAP SuccessFactors Employee Central allow for data propagation and validation across different HRIS elements. The following objects are supported in cross-entity business rules:

A . Pay Component Recurring

This object pertains to regular, recurring payments such as salaries. Cross-entity rules can be configured to update or validate data between Pay Component Recurring and other entities like Job Information.

D . Job Information

This object contains details about an employee's job role, department, and other related information. Cross-entity rules can be used to ensure consistency between Job Information and other entities, such as Compensation Information.

Objects like Work Permit Information and Personal Information are not currently supported in cross-entity business rules. The focus of cross-entity rules is primarily on employment-related entities to maintain data integrity across core HR processes.

NEW QUESTION # 12

You want the Timezone field to be pre-populated when the location record is changed in Job Info. How do you configure this?

- A. Base Object: Location; Assigned to Timezone field as onSave
- B. Base Object: Location; Assigned to Timezone field as onChange
- C. Base Object: Job Information; Assigned to Location field as onChange
- D. Base Object: Job Information; Assigned to Timezone field as onChange

Answer: C

Explanation:

To pre-populate the Timezone field when the location record is changed in Job Information, you need to configure the association as follows:

Base Object: Job Information

Trigger Event: Assigned to the Location field with the event set to onChange.

This configuration ensures that whenever the Location field is updated in Job Information, the system triggers the logic to update and pre-populate the Timezone field based on the associated Location. The onChange event drives this functionality.

NEW QUESTION # 13

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Trigger Rules for Hire/Rehire
- B. Trigger Rules to Display Internal Job History
- C. Trigger Workflows
- D. Save Changes to Foundation Objects

Answer: A,C

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A . Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

C . Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B . Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D . Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model base objects in business rules.

NEW QUESTION # 14

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

Workflow Configuration

* Workflow ID:

Name:

Description:

Future Dated Alternate Workflows:

Step 1

Approver Type *	Approver Role *	Context *	Relationship to Approver *	No Approver Behavior	Respect Permission
Workflow Contributor					
Contributor Type *	Contributor *	Relationship to Approver *	Context *	Respect Permission	
CC Role					
CC Role Type *	CC Role *	Relationship to Approver *	Context *	Respect Permission	Email Template Group *

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

Answer: C

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 # 15

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