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SAP CERTIFICATION

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## SAP C\_THR81\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
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## SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q81-Q86):

### NEW QUESTION # 81

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. Data
- B. RFC
- C. SOAP
- D. IDoc

**Answer: A,C**

Explanation:

SAP recommends using SOAP APIs and Data APIs for clean core integrations.

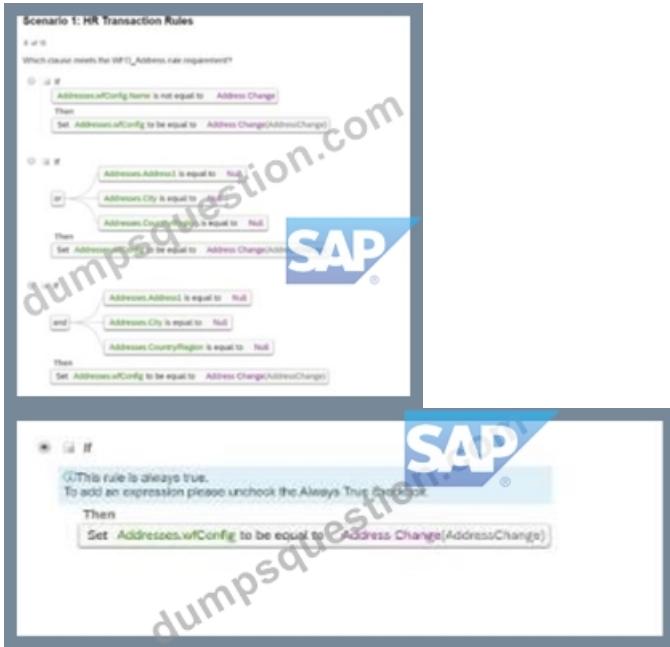
\* SOAP APIs: Provide a structured, standardized method of communication for integrations, especially suitable for real-time and synchronous processes.

\* Data APIs: Enable smooth data exchange and are preferred for achieving non-intrusive clean core integrations.

\* Other methods like IDoc and RFC are older technologies that might compromise the clean core principles by requiring deeper system customizations.

### NEW QUESTION # 82

Which clause meets the WFD\_Address rule requirement?



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

**Answer: D**

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 # 83

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <dg-filters> then add cost-center
- B. Go to <custom-filters> then add cost-center
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <hris-element="jobInfo"> then add dg-filter="true"

**Answer: A**

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

Correct answer:

A: Go to <dg-filters> then add cost-center

### NEW QUESTION # 84

Which events are NOT supported by event reason derivation? Note: There are 2 correct answers to this question.

- A. Transfer

- B. Termination
- C. Hire
- D. Data change

**Answer: B,C**

Explanation:

Event reason derivation in Employee Central does not support certain predefined events such as:

Termination: This event is typically manually configured without automatic derivation of event reasons.

Hire: Similarly, for the hire process, event reasons are explicitly selected rather than being derived automatically.

Other events like Transfer and Data Change are supported for event reason derivation, as they rely on changes in job information or other key attributes.

## NEW QUESTION # 85

How do you set the event date in Compensation Information for the jobinfo\_FTE\_Comp cross-entity rule?

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

**Answer: D**

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 # 86

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