

Quiz 2025 C-THR81-2505: Perfect Reliable SAP Certified Associate - SAP SuccessFactors Employee Central Core Test Guide



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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.

SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q31-Q36):

NEW QUESTION # 31

What association must you use when configuring a relationship between an MDF-based object and a Foundation Object wrapper?

- **A. Composite**
- B. One-to-one
- C. Join By Column
- D. Valid-When

Answer: A

NEW QUESTION # 32

The HR admin has to change the salary of an employee, which will trigger a workflow for the employee's manager. The employee's manager should be able to edit the transaction if the proposed amount is NOT correct.

Where in the workflow do you need to define this?

Refer to the screenshot to answer the question

- A. No Approver Behavior
- B. Context
- **C. Edit Transaction**
- D. Respect Permission

Answer: C

Explanation:

To allow the employee's manager to edit a transaction in a workflow if the proposed salary change is incorrect, you must configure the "Edit Transaction" setting in the workflow.

The "Edit Transaction" option is part of the workflow configuration in Step 1 (as shown in the screenshot).

When enabled, it allows the approver (in this case, the manager) to make adjustments to the transaction before approving it.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 33

In which cases should the value for CREATE Respects Target Criteria be set to Yes in the Position object definition? Note: There are 2 correct answers to this question.

- A. To restrict access to create positions from Manage Positions
- B. To restrict access at the field level when creating positions
- C. To restrict access to create positions based on the granted user's target population
- D. To restrict access to create lower-level positions from the Position Org Chart

Answer: C,D

Explanation:

The CREATE Respects Target Criteria setting in the Position object definition ensures that the system applies access control criteria when creating positions. This is critical for maintaining organizational and data security. It should be set to Yes in the following cases:

A . To restrict access to create positions based on the granted user's target population:

This ensures that users can only create positions for entities (e.g., departments, locations) within their authorized target population.

C . To restrict access to create lower-level positions from the Position Org Chart:

This limits the ability to create subordinate positions in the hierarchy to authorized users, maintaining the integrity of position relationships.

NEW QUESTION # 34

Manager A initiated a job code change for Employee X with an effectivity date of January 15. Another manager initiated the same request, but for January 30. What happens to the workflows triggered by both transactions?

- A. The system will cancel the first workflow.
- B. The system will cancel the second workflow.
- C. The system will allow both workflows to continue.
- D. The system will reject both workflows.

Answer: C

Explanation:

When two workflows are initiated for the same employee with different effective dates, both workflows are allowed to proceed independently. The system processes them sequentially based on their respective effective dates. This ensures that updates are recorded in the order they occur without rejecting either workflow.

Other options, such as canceling or rejecting workflows, do not align with standard system behavior for managing multiple transactions.

NEW QUESTION # 35

Which method of modifying employee data will trigger an event reason derivation?

- A. Inserting a new record in history UI
- B. Using Actions menu in People Profile
- C. Using Add New Hire
- D. Deleting a record in history UI

Answer: B

Explanation:

Event Reason Derivation in SAP SuccessFactors Employee Central is triggered when changes are made to employee data through specific actions. Utilizing the "Actions" menu in the People Profile to update employee information initiates the Event Reason Derivation process. This mechanism automatically determines the appropriate event reason based on the nature of the data change. In contrast, inserting a new record via the history UI, deleting a record in the history UI, or using the "Add New Hire" function does not trigger Event Reason Derivation. These actions either bypass the derivation process or involve scenarios where event reasons are manually selected.

Therefore, the correct answer is:

B: Using Actions menu in People Profile

This approach ensures that event reasons are accurately derived and recorded in line with the configured business rules in SAP SuccessFactors Employee Central.

NEW QUESTION # 36

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