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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	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 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 (Q38-Q43):

NEW QUESTION # 38

How are business rules handled in Employee Central Quick Actions?

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

Answer: A,C

NEW QUESTION # 39

An employee is changing their Last Name, so a CC workflow notification should be sent to their manager when is the CC workflow notification sent out?

- A. When the workflow is sent back by any approver
- B. When the workflow is approved by all approvers
- C. When the employee initiates the workflow
- D. When the approvers decline the workflow

Answer: B

Explanation:

When an employee changes their last name and a workflow is triggered, the CC workflow notification is sent to the manager once all approvers have approved the workflow. This ensures that the notification is only sent after the change is confirmed and finalized, aligning with best practices for workflow communication.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 40

In which entities is Alert Notification supported? Note: There are 2 correct answers to this question.

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

Answer: A,C

Explanation:

Alert Notifications in SAP SuccessFactors Employee Central are supported in the following entities:

Job Information: Alerts can be configured to notify relevant parties about changes or updates in an employee's job information, such as position changes, promotions, or transfers.

Pay Component Recurring: Alerts can be set up to inform stakeholders about modifications in recurring pay components, including salary adjustments, bonuses, or other regular compensation elements.

These notifications facilitate proactive management of employee data changes, ensuring that appropriate actions are taken promptly.

NEW QUESTION # 41

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 2 correct answers to this question.

- A. Enable the auto-delegate permission for users.
- B. Define the delegate relationship in Employee Central.
- C. Enable the field in the Corporate Data Model.
- D. Enable the field in Succession Data Model.

Answer: A,C

Explanation:

To set up the Auto Delegation feature in Employee Central workflows, the following steps are required:

Enable Auto-Delegate Permission: Users must have the auto-delegate permission enabled, which allows them to define their delegates for workflows.

Enable Auto-Delegation in the Corporate Data Model: This configuration ensures that the system recognizes and supports the auto-delegation functionality at the framework level.

Correct Answers:

B: Enable the auto-delegate permission for users.

D: Enable the field in the Corporate Data Model.

NEW QUESTION # 42

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- A. Change the external_code of an event.
- B. Add a new language translation.
- C. Change the labels.
- D. Change the status.
- E. Add a new event.

Answer: B,C,D

Explanation:

When configuring events and event reasons in SAP SuccessFactors, you can perform the following actions:

A . Add a new language translation

New language translations can be added for events and event reasons to support multilingual organizations.

B . Change the status

You can activate or deactivate events based on organizational needs.

D . Change the labels

Labels for events can be modified for better understanding and alignment with organizational terminology.

C . Change the external_code of an event and E. Add a new event are incorrect as external codes are immutable once created, and adding events requires admin-level access beyond event picklist configuration

NEW QUESTION # 43

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