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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 (Q33-Q38):

NEW QUESTION # 33
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Manager - Source
  * By selecting in Slep 2. Role-Manager Manager - Target
- B. By selecting in Step 1. Role-Manager - Source
  * By selecting in Step 2: Role - Manager - Target
- C. By selecting in Step 1: Role - Self-Source
  * By selecting in Step 2. Role- Manager - Target
- D. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  * By selecting in Step 2: Position Relationship - Parent Position - Target

Answer: B

Explanation:
Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
Step 1: Role - Manager - Source (current manager of the employee).
Step 2: Role - Manager - Target (future manager of the employee).
This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 34
An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.
How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- A. By selecting in Step 1: Role - Self-Source
  *By selecting in Step 2. Role- Manager - Target
- B. By selecting in Step 1: Role - Manager - Source
  *By selecting in Slep 2. Role-Manager Manager - Target
- C. By selecting in Step 1. Role-Manager - Source
  *By selecting in Step 2: Role - Manager - Target
- D. By selecting in Step 1. Position Relationship - Parent Parent Position - Source
  *By selecting in Step 2: Position Relationship - Parent Position - Target

Answer: C

Explanation:

Scenario 2: Approvals for Self-Service
To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:
* Step 1: Role - Manager - Source (current manager of the employee).
* Step 2: Role - Manager - Target (future manager of the employee).This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 35
Your client is live with the employee transfer process in the production instance. The workflow shown in the screenshot is triggered when an employee transfer is initiated.
What is the expected behavior of this workflow?

- A. The alternate workflow is used when there is a future-dated record entered for the employee.
- B. An approver can automatically reroute this request to another employee during vacation.
- C. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- D. If an approver does NOT take any action for 3 days, a reminder notification is sent by the system.

Answer: A

Explanation:
In the scenario where an employee transfer process is initiated, and a workflow is triggered, the system behavior is as follows:
Alternate Workflow Usage: If there is a future-dated record entered for the employee, the system utilizes the alternate workflow.
This mechanism ensures that the appropriate workflow is applied based on the effective date of the transaction, allowing for accurate processing of future-dated changes.
This functionality is designed to handle scenarios where actions need to be taken in advance, ensuring that the system processes the correct workflow when the future-dated record becomes effective.

NEW QUESTION # 36
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 # 37
You need to create a one-to-many association from Location to Legal Entity. You also need to configure filtering of the Location field based on the Company field in the Job Information block.
What do you need to add to the data models? Note: There are 2 correct answers to this question.

- A. <field-criteria> as part of <hris-field="location">
- B. <association> as part of <hris-element id="jobInfo">
- C. <field-criteria> as part of <hris-field="company">
- D. <association> as part of <hris-element id="location">

Answer: A,D

Explanation:
To establish a one-to-many association from Location to Legal Entity and enable filtering of the Location field based on the Company field in the Job Information block, the following configurations are necessary:
* Define the Association in the Location Object:
* In the location object definition, add an <association> element to link it to the legalEntity object.
This association should be defined within the <hris-element id="location"> section.
* Configure Field Criteria for the Location Field:
* Within the Job Information (jobInfo) element, add a <field-criteria> element as part of the <hris- field id="location">. This configuration ensures that the Location field is filtered based on the selected Company (Legal Entity) in the Job Information block.
Therefore, the correct answers are:
* B: <field-criteria> as part of <hris-field id="location">
* D: <association> as part of <hris-element id="location">
These configurations align with the standard practices for setting up associations and field criteria in SAP SuccessFactors Employee Central.

NEW QUESTION # 38
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At ExamsTorrent, we are aware that every applicant of the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C-THR81-2505) examination is different. We know that everyone has a distinct learning style, situations, and set of goals, therefore we offer SAP C-THR81-2505 updated exam preparation material in three easy-to-use formats to accommodate every exam applicant's needs. This article will go over the three formats of the SAP Certified Associate - SAP SuccessFactors Employee Central Core (C-THR81-2505) practice material that we offer.

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