

# SAP C-THR81-2505 Exam Simulator Free & C-THR81-2505 Valid Exam Pattern



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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>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>
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>• 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>
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### SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q29-Q34):

#### NEW QUESTION # 29

What actions can you initiate from the Position Org chart? Note: There are 3 correct answers to this question.

- A. Nominate a successor for a position
- B. Run a mass change to update positions
- **C. Mass copy positions**
- **D. Create a job requisition for a vacant position**
- **E. Add a lower-level position**

**Answer: C,D,E**

Explanation:

From the Position Org Chart in SAP SuccessFactors Employee Central, users can initiate the following actions:

A . Add a lower-level position:

Users can create subordinate positions directly within the hierarchy to reflect organizational reporting structures.

C . Create a job requisition for a vacant position:

A job requisition can be initiated for positions marked as vacant, streamlining the hiring process by linking positions to recruiting functionalities.

E . Mass copy positions:

This action allows for the duplication of multiple positions, facilitating quick setup of similar roles across the organization.

These features enhance the efficiency of managing the organizational structure and workforce planning.

#### NEW QUESTION # 30

Which action will trigger a system validation for an in-progress workflow?

- A. Rehiring an inactive employee
- B. Updating Job Information with the same effective date
- C. Adding a new employee
- **D. Terminating an employee**

**Answer: D**

Explanation:

Updating Job Information with the same effective date triggers a system validation for an in-progress workflow.

When an in-progress workflow exists, updates to Job Information with the same effective date can cause conflicts, as the system needs to validate if the changes are permissible without interfering with the pending workflow.

This is designed to ensure data consistency and avoid duplicate or conflicting entries.

Other options, such as rehiring, adding a new employee, or terminating an employee, are not related to triggering validations for in-

progress workflows.

### NEW QUESTION # 31

Which condition must be used for the jobinfo\_FTE\_Comp rule?

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

**Answer: D**

Explanation:

For the Jobinfo\_FTE\_Comp rule, the correct condition to use is Option D. This ensures that the system evaluates changes in FTE values and event reasons to calculate and adjust compensation data accordingly. The precise conditions are necessary to maintain consistency in how the rule is applied across various HR scenarios.

Scenario 1: HR Transaction Rules

### NEW QUESTION # 32

Where can you apply rule contexts?

Note: There are 2 correct answers to this question.

- A. **onChange rules**
- B. **onInit rules**
- C. **onView rules**
- D. **onSave rules**

**Answer: A,D**

Explanation:

Rule contexts in SAP SuccessFactors Employee Central can be applied in the following scenarios:

A . **onChange rules**

These rules are triggered when a field value is changed and are used to validate or calculate data dynamically.

C . **onSave rules**

These rules are executed when a record is saved, ensuring compliance with data validation or propagation requirements.

onInit rules apply during the initialization phase but are not considered part of dynamic user-triggered contexts. onView rules are not available as a configurable option in the rule engine

### NEW QUESTION # 33

How do you create country/region-specific fields (CSF) for a country that does NOT have pre- delivered Legal Entity CSF fields?

Note: There are 3 correct answers to this question.

- A. Create a composite association on the new generic object to Legal Entity.
- B. **Create a composite association to the new generic object on Legal Entity.**
- C. Update the field criteria of the association.
- D. **Create a new generic object.**
- E. Update the condition and condition values of the association.

**Answer: B,C,D**

Explanation:

To create country/region-specific fields (CSF) for a country that does not have pre-delivered Legal Entity CSF fields, follow these steps:

Create a New Generic Object: Develop a new generic object to define the specific fields required for the country/region. This object will store the additional data fields pertinent to the Legal Entity.

Create a Composite Association to the New Generic Object on Legal Entity: Establish a composite association from the Legal Entity to the newly created generic object. This association links the Legal Entity to the country/region-specific fields, enabling the system to recognize and utilize these fields appropriately.

Update the Field Criteria of the Association: Modify the field criteria within the association to ensure that the new fields are correctly associated with the Legal Entity. This step involves setting conditions that determine when the new fields are applicable, based on factors such as country/region.

These steps align with the standard procedures for extending the data model in SAP SuccessFactors Employee Central to accommodate country/region-specific requirements.

## NEW QUESTION # 34

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