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SAP C_THR81_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q43-Q48):

NEW QUESTION # 43

How is the event reason derived when a business rule is enabled for import?

- A. The onSave ERD rule overrides the event reason value indicated in the import file.
- B. The event reason is derived using the catch-all rule.
- C. The event reason must be selected manually.
- **D. The event reason indicated in the import overrides the onSave ERD rule.**

Answer: D

Explanation:

In SAP SuccessFactors Employee Central, when a business rule is enabled for import, the event reason specified in the import file takes precedence. This means that the event reason indicated in the import file will override any onSave Event Reason Derivation (ERD) rules configured in the system.

Options A, B, and D are not accurate in this context:

A . The event reason is derived using the catch-all rule.

This is incorrect because the event reason in the import file overrides other rules.

B . The event reason must be selected manually.

This is not applicable during the import process, as the event reason is provided in the import file.

D . The onSave ERD rule overrides the event reason value indicated in the import file.

This is incorrect; the import file's event reason takes precedence over onSave ERD rules.

NEW QUESTION # 44

What must be done to ensure that you can use a custom generic (MDF) object for Employee Self- Service?

Note: There are 2 correct answers to this question.

- **A. Create one configuration UI for the object.**
- B. Set the externalName field to Data Type = User.
- C. Create a Valid When association for the object.
- **D. Set the externalCode field to Data Type = User.**

Answer: A,D

Explanation:

To enable a custom Generic (MDF) object for Employee Self-Service (ESS) in SAP SuccessFactors Employee Central, the following configurations are necessary:

* C. Create one configuration UI for the object.

* A Configuration UI (User Interface) must be created for the MDF object to define how users will interact with it. This UI facilitates data entry and management within the ESS framework.

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* D. Set the externalCode field to Data Type = User.

* The externalCode field should be set to the 'User' data type. This configuration ensures that the object is associated with specific user records, enabling personalized data management within ESS.

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Options A and B are not required for enabling a custom MDF object for Employee Self-Service:

* A. Set the externalName field to Data Type = User.

* The externalName field typically holds descriptive information and does not need to be set to the 'User' data type for ESS functionality.

* B. Create a Valid When association for the object.

* While associations can define relationships between objects, a 'Valid When' association is not a prerequisite for enabling ESS capabilities for a custom MDF object.

NEW QUESTION # 45

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

Scenario 2: Approvals for Self-Service

2 of 10

How should you build the IF condition to identify the user when the employee is updating their own Personal Information?

☐ ① This rule is always true.
To add an expression please uncheck the Always True checkbox.

☐ Personal Information Model.Event Date.Value is equal to Today()

☒ Context.Current User is equal to Login User()

☐ Context.Current User is not equal to Null



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

Answer: A

Explanation:

To identify the user when the employee is updating their own personal information, the IF condition in Option C is correct. This configuration:

* Checks if the Context.Current User is equal to the Login User.

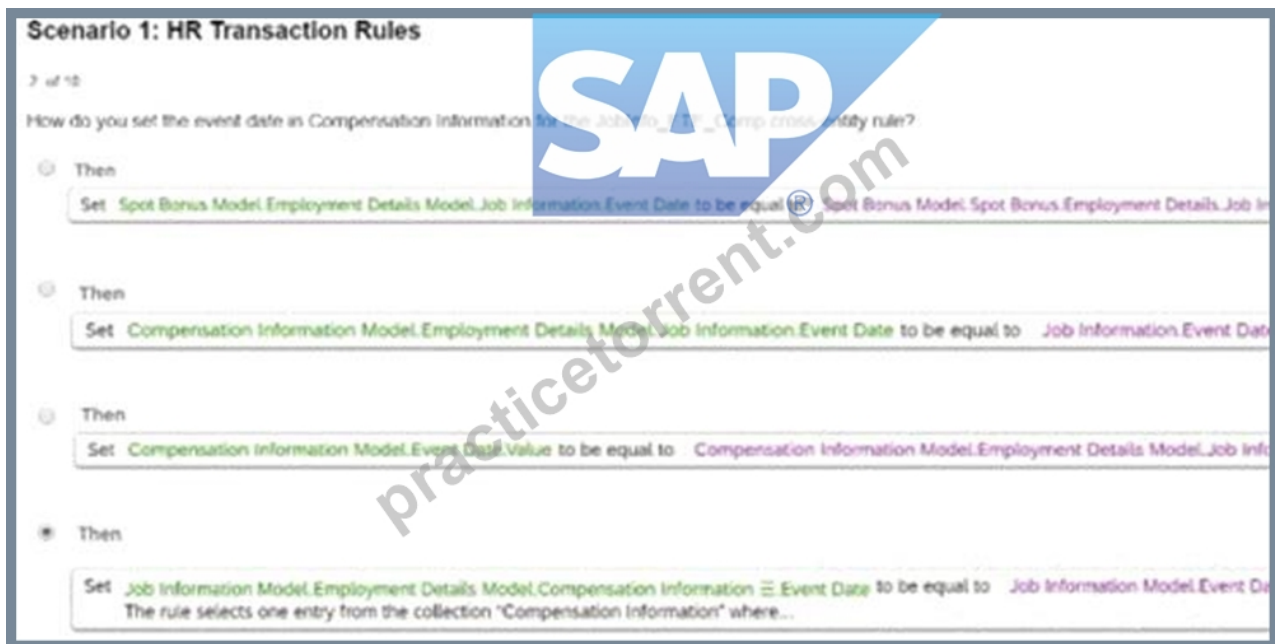
* Ensures that the rule applies only when the employee is making changes to their own personal data.

This approach is aligned with SAP SuccessFactors logic for self-service scenarios, enabling accurate identification of the user in such workflows.

Scenario 2: Approvals for Self-Service

NEW QUESTION # 46

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?



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

Answer: C

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 # 47

How do you set the event date in Compensation Information for the jobinfo_FTE_Comp cross-entity rule?

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

Answer: C

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 # 48

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