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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	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 3	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 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 (Q76-Q81):

NEW QUESTION # 76

Which employment objects support a country-specific field configuration? Note: There are 2 correct answers to this question.

- A. Job Information
- B. Employment Details
- C. Job Relationship Info
- D. Pay Component Recurring

Answer: A,B

Explanation:

Country-specific field configurations can be applied to certain employment-related objects in SAP SuccessFactors. These objects include:

Employment Details: This object supports country-specific fields to reflect variations in employment attributes across different countries.

Job Information: This object is frequently used for managing job-related data that varies by country, such as legal entity, location, and pay grade.

Correct Answers:

C: Employment Details

D: Job Information

NEW QUESTION # 77

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

Workflow Configuration

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

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 # 78

In which section in the Manage Permission Roles tool do you set Biographical Information?

- A. Manage User
- B. Employee Central Effective Dated Entities
- C. Employee View
- D. Employee Data

Answer: D

Explanation:

The Biographical Information permissions are managed in the Employee Data section of the Manage Permission Roles tool.

This section governs access to basic employee details, including biographical information such as name, date of birth, and personal identifiers.

Configuring permissions here ensures that the appropriate user roles can view or edit biographical details while maintaining data security and compliance.

NEW QUESTION # 79

How do you enable a cost center in the Succession Data Model to be used as a filter in a permission group?

- A. Go to <custom-filters> then add cost-center
- B. Go to <hris-element="jobInfo"> then add dg-filter="true"
- C. Go to <hris-field id="cost-center"> then add filter="true"
- D. Go to <dg-filters> then add cost-center

Answer: D

Explanation:

To enable a cost center in the Succession Data Model for use as a filter in a permission group, you must:

Navigate to the <dg-filters> section within the Succession Data Model.

Add an entry for the cost-center object within the <dg-filters> section.

This action allows the cost center to be selectable as a filter for Dynamic Groups, which are used to define permission groups in Employee Central.

Correct answer:

A: Go to <dg-filters> then add cost-center

NEW QUESTION # 80

Fields in the termination screen are configured in which hris-element?

- A. Compensation Information
- **B. Employment Information**
- C. Personal Information
- D. Job Information

Answer: B

Explanation:

Fields displayed on the termination screen are configured in the Employment Information HRIS element. This element contains employment-specific details, such as hire dates, termination dates, and reasons for termination.

Other HRIS elements like Personal Information, Compensation Information, and Job Information do not manage termination-specific configurations

NEW QUESTION # 81

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