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SAP C-THR81-2211 SAP Certified Application Associate - SAP BusinessProcess Employee Central Core 2020



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The SAP C-THR81-2211 exam, also known as the SAP Certified Application Associate - SAP BusinessProcess Employee Central Core 2020 exam, is an important certification exam for professionals who want to demonstrate their expertise in implementing and configuring the SAP BusinessProcess Employee Central Core solution. This exam is designed to test a candidate's knowledge and skills in areas such as Employee Central data model, configuration, and integration with other SAP BusinessProcess modules.

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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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 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 (Q77-Q82):

NEW QUESTION # 77

Which of the following standard behaviors in Position Management can be set differently using Position Types? Note: There are 3 correct answers to this question.

- A. Respect workflow at Copy Position in Position Organizational Chart
- B. Set or reset TBH status if an incumbent's FTE is changed
- C. Trigger workflows on Job Information if the position changes are synchronized to the incumbents
- D. Define a specific transition period for a group of positions
- E. Transfer incumbents of the lower-level positions to a new manager if the current manager leaves their position

Answer: A,B,C

Explanation:

Position Management in SAP SuccessFactors supports different behaviors for position types, allowing tailored management practices. The following behaviors can be configured differently based on position types:

A . Trigger workflows on Job Information if the position changes are synchronized to the incumbents:

Specific workflows can be triggered for updates, such as when a position change impacts the employee(s) occupying that position.

B . Respect workflow at Copy Position in Position Organizational Chart:

Workflow rules for copying positions can be customized, ensuring approval processes align with organizational requirements.

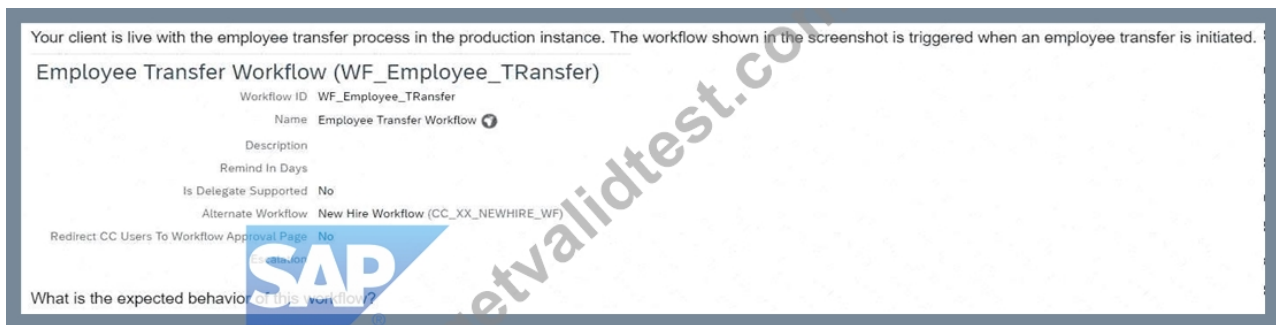
E . Set or reset TBH (To Be Hired) status if an incumbent's FTE is changed:

Position types can define whether the TBH status is updated automatically based on changes to an incumbent's FTE.

These behaviors enable organizations to manage diverse scenarios and requirements in position administration efficiently.

NEW QUESTION # 78

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. The initiator of the employee transfer process is given an option to choose New Hire Workflow as an alternate workflow to WF_Employee_Transfer.
- C. An approver can automatically reroute this request to another employee during vacation.
- 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 # 79

What field of the country-specific Corporate Address element is required in the Corporate Data Model?

- A. Address1
- B. Location
- C. City
- D. Country

Answer: D

Explanation:

In the Corporate Data Model, the country-specific Corporate Address element requires the field Country to be specified. This ensures that address configurations are appropriately associated with a country.

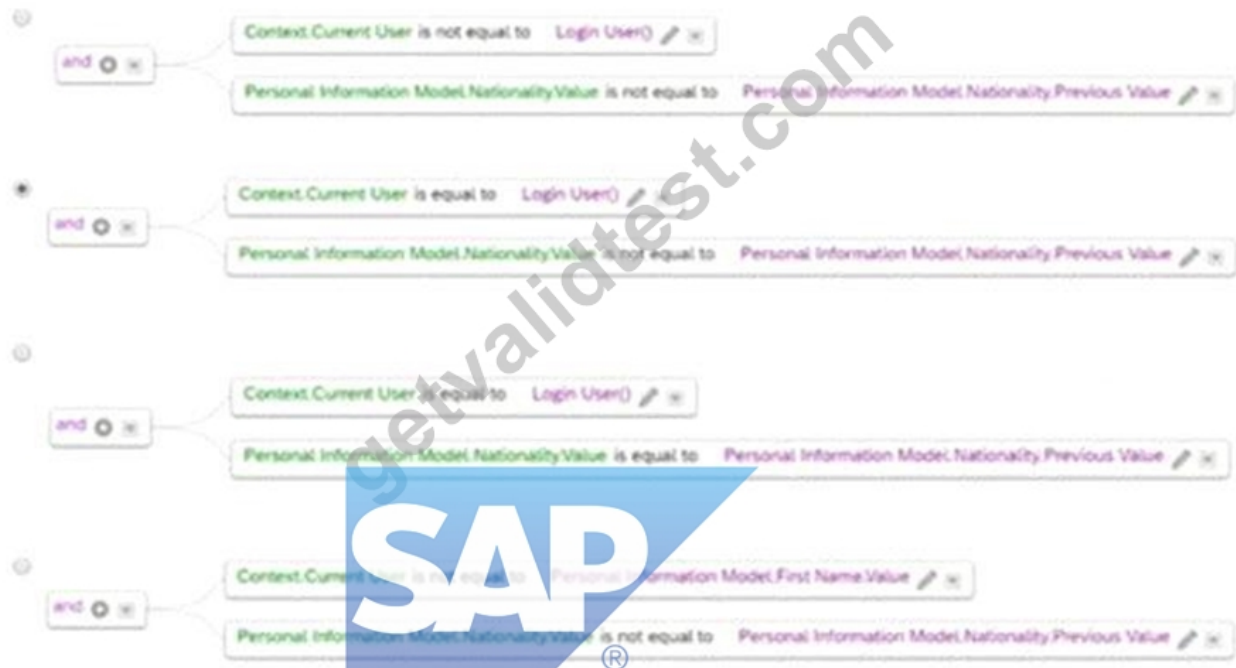
NEW QUESTION # 80

An employee will be changing their nationality information on their own How do you build the IF condition in the business rule so they can do this?

Scenario 2: Approvals for Self-Service

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An employee will be changing their nationality information on their own.
How do you build the IF condition in the business rule so they can do this?



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

Answer: A

Explanation:

In order for an employee to change their nationality information on their own, the IF condition must:

- * Validate that the Context.Current User is equal to Login User (ensures that the logged-in user is making the changes).
- * Check if the Nationality.Value is not equal to the Nationality.Previous Value (ensures that a change is being made).

Scenario 2: Approvals for Self-Service

NEW QUESTION # 81

How does the system connect the country-relevant Legal Entity fields to a country? Note: There are 2 correct answers to this question.

- A. By association, using the 3-letter ISO code of the country in the Destination Filter Criteria
- B. By association, using the countryOfRegistration.code in the Source Filter Criteria
- C. By association, using the 3-letter ISO code of the country in the Condition Values
- D. By association, using the countryOfRegistration.code in the Condition

Answer: A,D

Explanation:

The system connects country-relevant Legal Entity fields to a specific country through associations that utilize the countryOfRegistration.code. This is achieved by setting the countryOfRegistration.code in the Condition and using the 3-letter ISO code of the country in the Destination Filter Criteria. By configuring these associations, the system can dynamically display or hide fields based on the country's ISO code, ensuring that only relevant fields are presented for each Legal Entity.

NEW QUESTION # 82

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