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SAP C-THR81-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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 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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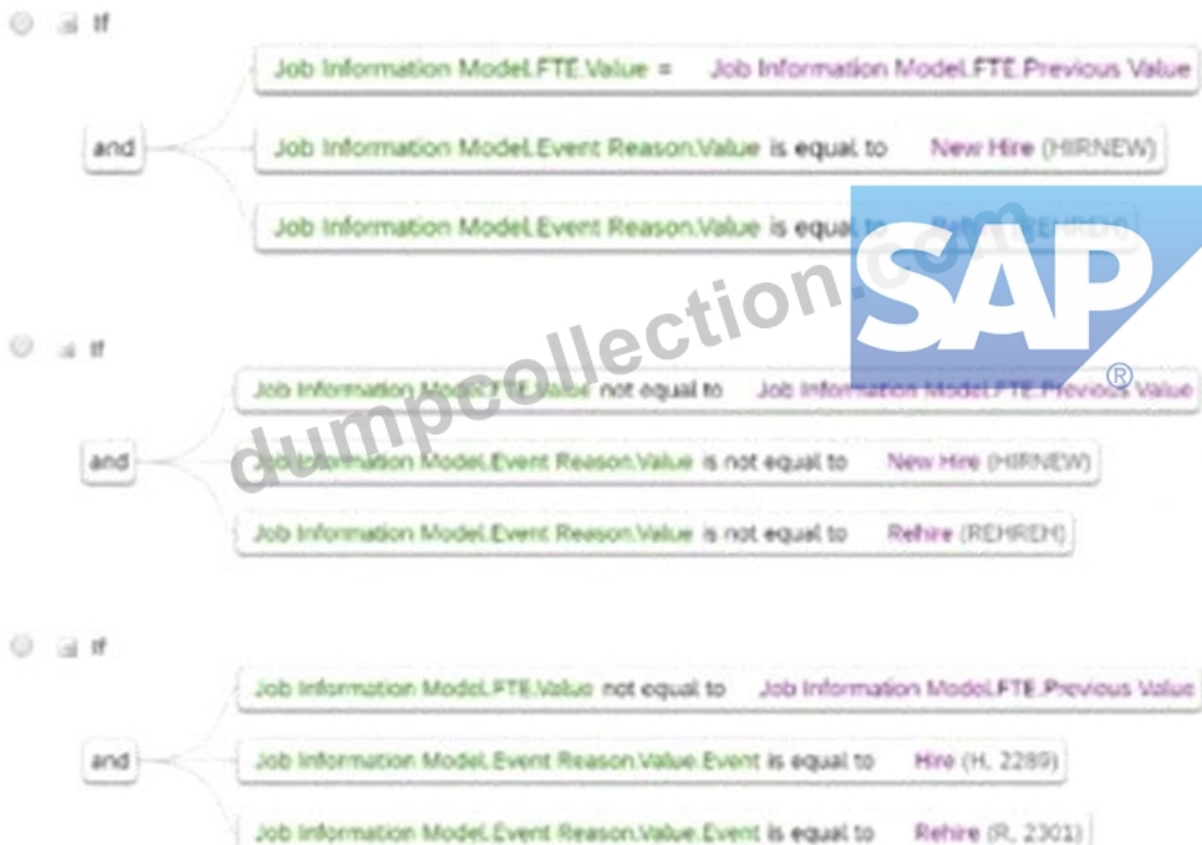
SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which condition must be used for the jobinfo_FTE_Comp rule?

4 of 10

Which condition must be used for the JobInfo_FTE_Comp rule?





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

Answer: B

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 # 38

Which pre-delivered objects are configured in the Corporate Data Model? Note: There are 3 correct answers to this question.

- **A. Event reason**
- **B. Location**
- C. Cost center
- D. Pay Calendar
- **E. Pay range**

Answer: A,B,E

NEW QUESTION # 39

In which business rule scenario do you use model base objects? Note: There are 2 correct answers to this question.

- A. Save Changes to Foundation Objects
- **B. Trigger Workflows**
- **C. Trigger Rules for Hire/Rehire**
- D. Trigger Rules to Display Internal Job History

Answer: B,C

Explanation:

In SAP SuccessFactors Employee Central, model base objects are utilized in business rules for scenarios such as:

A. Trigger Workflows

Model base objects can be used to define conditions that initiate workflows, automating processes based on specific data changes or events.

C. Trigger Rules for Hire/Rehire

During the hire or rehire process, model base objects help in setting default values, validating data, and enforcing business logic to ensure compliance with organizational policies.

Options B and D are not typically associated with model base objects in business rules:

B. Trigger Rules to Display Internal Job History

Displaying internal job history is generally managed through reporting and does not involve model base objects in business rules.

D. Save Changes to Foundation Objects

While foundation objects are essential for organizational data, saving changes to them does not typically require the use of model

base objects in business rules.

NEW QUESTION # 40

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

Explanation:

The SAP Business Accelerator Hub is the primary platform for exploring released APIs.

* It provides a central repository where developers can browse, test, and integrate various APIs across SAP solutions.

* The hub is designed for simplifying API access and ensuring integration consistency in SAP environments. Other options like SAP Application Interface Framework and SAP Integration Suite focus on integration but do not primarily serve as a platform for exploring APIs.

NEW QUESTION # 41

Which fields must be enabled for the HRIS element payComponentNonRecurring? Note: There are 3 correct answers to this question.

- A. frequency
- B. is-target
- C. pay-date
- D. value
- E. pay-component-code

Answer: C,D,E

Explanation:

In SAP SuccessFactors Employee Central, the payComponentNonRecurring HRIS element is used to record one-time payments or bonuses for employees. The following fields are mandatory and must be enabled for this element:

A . value

This field captures the monetary amount of the non-recurring payment.

B . pay-component-code

This field specifies the type of payment, such as a bonus or commission, by referencing predefined pay components.

C . pay-date

This field indicates the date on which the non-recurring payment is made.

These fields are essential for accurately processing and recording non-recurring payments within the system. It's important to note that other fields like frequency and is-target are not applicable to non-recurring pay components and are therefore not required.

NEW QUESTION # 42

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