

Training C-THR81-2505 Materials, C-THR81-2505 Valid Test Objectives



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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	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	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.

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SAP Certified Associate - SAP SuccessFactors Employee Central Core Sample Questions (Q84-Q89):

NEW QUESTION # 84

What does it mean when a position is subjected to capacity control?

- A. The target FTE is checked to prevent the position from being understaffed.
- B. The standard hours are checked to prevent the position from being understaffed.
- **C. The target FTE is checked to prevent the position from being overstaffed.**
- D. The standard hours are checked to prevent the position from being overstaffed.

Answer: C

Explanation:

When a position is subjected to capacity control in SAP SuccessFactors Employee Central, the system checks the target Full-Time Equivalent (FTE) to ensure that the position is not overstaffed. Capacity control enforces constraints on the maximum number of employees or FTEs that can occupy a position, helping organizations manage resources effectively and avoid exceeding the predefined limits. This feature is particularly useful for managing budgetary and organizational constraints.

NEW QUESTION # 85

An HR admin/Global Mobility person must create a transfer for an employee. The employee will be moving from Position A in Team A to Position B in Team B. Both managers will have to approve the transfer.

How do you configure a two-step workflow so that the approval goes first to the current manager and second to the future manager?

- **A. By selecting in Step 1: Role-Manager - Source**
*** By selecting in Step 2: Role - Manager - Target**
- B. By selecting in Step 1: Role - Manager - Source
* By selecting in Step 2: Role-Manager Manager - Target
- C. By selecting in Step 1: Position Relationship - Parent Parent Position - Source
* By selecting in Step 2: Position Relationship - Parent Position - Target
- D. By selecting in Step 1: Role - Self-Source
* By selecting in Step 2: Role- Manager - Target

Answer: A

Explanation:

Scenario 2: Approvals for Self-Service

To configure a two-step workflow where the approval first goes to the current manager and then to the future manager, you must set the following in the workflow:

Step 1: Role - Manager - Source (current manager of the employee).

Step 2: Role - Manager - Target (future manager of the employee).

This setup ensures that the workflow sequentially routes approval to both the current and future managers.

NEW QUESTION # 86

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

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

Answer: B

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 # 87

What are some of the position management application-specific rule scenarios? Note: There are 3 correct answers to this question.

- A. Create Right to Return for Incumbent
- B. Update Rule for Mass Change Run
- C. Trigger Rules for Off Cycle Event Batch
- D. Trigger Rules to Calculate Full-Time Equivalent
- E. Derive Job Requisition Template in Recruiting Integration

Answer: A,B,D

Explanation:

Application-specific rule scenarios in Position Management include:

A . Create Right to Return for Incumbent:

This rule supports the creation of a right-to-return record for an incumbent when a position-related action occurs, such as a temporary assignment.

B . Update Rule for Mass Change Run:

This rule automates updates during mass position changes, ensuring consistent application of business logic across multiple positions.

C . Trigger Rules to Calculate Full-Time Equivalent:

This rule calculates the FTE value based on position or job information attributes, ensuring accurate reporting and compliance.

These rules enhance the flexibility and functionality of position management processes.

NEW QUESTION # 88

Which fields are required when importing Personal Information? Note: There are 2 correct answers to this question.

- A. User Id
- B. Personal Id External
- C. Event Date
- D. Username

Answer: B,C

Explanation:

When importing Personal Information into SAP SuccessFactors Employee Central, the following fields are mandatory:

B . Event Date

This field specifies the effective date of the personal information record. It is crucial for maintaining accurate historical data and ensuring that changes are applied from the correct date.

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D . Person Id External

The person-id-external serves as a unique identifier for the individual across all employment records within the system. It is essential for linking personal information to the correct person.

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Options A and C are not required for importing Personal Information:

A . Username

The username is associated with system login credentials and is not a required field for importing personal information.

C . User Id

The user-id pertains to employment records and is not mandatory for the Personal Information import process.

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