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The SAP C_THR81_2205 exam is intended for professionals who have experience in SAP SuccessFactors implementation and configuration. The exam is also suitable for individuals who are interested in learning about the SAP SuccessFactors Employee Central Core module. The certification is recognized globally and can be a valuable addition to a professional's resume.

To prepare for the SAP C_THR81_2205 exam, candidates can enroll in SAP's official training courses or study materials. The exam consists of 80 multiple-choice questions and has a duration of 180 minutes. Candidates must score a minimum of 64% to pass the exam and obtain the certification.

The SAP C-THR81-2205 Exam is intended for individuals who are responsible for implementing, administering, and maintaining the SAP SuccessFactors Employee Central application. It is ideal for HR professionals, consultants, and administrators who are looking to enhance their skills and knowledge in the area of employee management and centralization. Passing this exam is a great

way to demonstrate your expertise in the field and stand out from the crowd.

QUESTION 24

In which section in the Manage Permission Roles tool do you set the visibility for the Date of Birth field in Biographical Information?

- * Employee View
- * Manage User
- * Employee Data
- * Employee Central Effective Dated Entities

QUESTION 25

You have configured a custom field in the Employment Information portlet of the Succession Data Model as follows: You edit the Employment Information portlet of an existing employee file and the Remote Worker? field only displays No Selection in the drop down list. What is the most likely issue?

- * The RBP permissions are incorrect.
- * The field visibility attribute is incorrect.
- * The field datatype is incorrect.
- * The picklist ID is incorrect.

QUESTION 26

Which HRIS fields are always required for HRIS element payComponentNonRecurring in the Succession Data Model? Note: There are 3 correct answers to this question.

- * Value
- * Is-target
- * Frequency
- * Pay-component-code
- * Pay-date

QUESTION 27

What is the data type of the Currency field on the Legal Entity object?

- * Generic Object
- * Enum
- * Foundation Object
- * Picklist

QUESTION 28

A business rule triggers a transfer event reason when an employee

- * Employee Information Model
- * Job Information
- * Employee Information
- * Job Information Model

QUESTION 29

Your client has a requirement to create an Escalation path for their New Hire workflow. Which steps will you follow to configure this Escalation path? Note: There are 2 correct answers to this question.

- * In the Corporate Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig
- * In the Succession Data Model, confirm that the HRIS field escalation is enabled for HRIS element wfConfig
- * Create the Escalation path using the Manage Organization, Pay and Job Structures tool
- * Create the Escalation path using the Manage Data tool

QUESTION 30

Which steps are required to set up the Auto Delegation feature for a workflow in Employee Central? Note: There are 3 correct answers to this question.

- * You configure the workflow with the Is Delegate Supported field set to Yes.
- * The user sets up Auto Delegate through the Quick Links tile on their homepage.
- * You add HRIS field Is Delegate Supported to the Corporate Data Model.
- * You add HRIS field Is Delegate Supported to the Succession Data Model.
- * The user sets up Auto Delegate using the Manage Organization, Pay and Job Structures tool.

QUESTION 31

Which pages support onlnit business rules? There are 2 correct answers to this question.

- * Personal Information Edit page
- * Add New Employee Wizard
- * Job Information History page
- * Manage Organization, Pay and Structures

QUESTION 32

You need to create a one-to-many associations from Location to Legal Entity. You also need to configure filtering of the location field based on the company field in the Job Information Portlet. What do you need to add to the data models? There are 2 correct answers to this question

- * <association> as part of <hris-element id=#8221;location#8221;>
- * <field-criteria> as part of <hris-field=#8221;location#8221;>
- * <field-criteria> as part of <hris-field=#8221;jobInfo#8221;>
- * <association> as part of <hris-element id=#8221;jobInfo#8221;>

QUESTION 33

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

- * City
- * Location
- * Country
- * Address

QUESTION 34

You customer has a subsidiary in another country that requires an approval workflow whenever a new position is created. You created a business rule to trigger a workflow when that legal entity is chosen. Where in the position do you need to attach the rule?

- * Rules section in the position Code field
- * Initialize Rules section in the Position object
- * Save Rules section in the Position object

- * Rules section in the Legal Entity object

QUESTION 35

Your customer wants to create an association with the requirement that one division can belong to many business units. What association do you need to build?

- * A Composite association in the business unit object definition
- * A Valid When association in the division object definition
- * A Composite association in the division object definition
- * A Valid When association in the business unit object definition

QUESTION 36

On the jobInfo HRIS element, where do you assign the catch-all rule for event reason derivation?

- * Below all onChange rules
- * Above all onChange rules
- * Below all onSave rules
- * Above all onSave rules

QUESTION 37

You create a Config UI based on the Uniform Request Custom Generic Object as shown in the screenshot.

What field must have the ID of externalCode to display the UI in People Profile? Please choose the correct answer.

- * Apron Size
- * Employee
- * Requested date
- * Shoes Size

QUESTION 38

Which of the following are features of picklists created in the Picklist Center? There are 2 correct answers to this question.

- * Picklists are effectively dated
- * Unused values in a picklist can be marked as OBSOLETE
- * Picklists are used for Generic Objects
- * The picklist value order is set globally

QUESTION 39

According to SAP guidelines, what can you do in the event picklist when configuring events and event reasons? Note: There are 3 correct answers to this question.

- * Change the status.
- * Change the external_code of an event.
- * Change the labels.
- * Add a new event.
- * Add a new language translation.

QUESTION 40

Which data type must you use when adding a field to reference Legal Entity in an MDF object?

- * Generic object
- * Data source
- * Picklist
- * Foundation object

QUESTION 41

You are setting up a new propagation from the Business Unit object. Where do you find the IDs that are necessary for this propagation?

- * HRIS Propagation XML file
- * Corporate Data Model
- * Manage Data
- * Configure Object Definitions

QUESTION 42

Initiator initiated workflow on January 15th. Another initiator initiated the same action but this time, for January 30 effective date. What will happen?

- * The system will allow the workflow to continue
- * The system will give an error

QUESTION 43

What is the identifier that represents the employment of an employee?

- * User ID
- * Position ID
- * Person ID
- * Job Code ID

QUESTION 44

Which are SUPPORTED by the event reason derivation?

- * Termination
- * Transfer
- * Hire/Rehire
- * Data Change

QUESTION 45

A customer has scheduled an HRIS sync job, which includes mapping of job titles, to run every Friday. On Tuesday, an employee

- * Thursday, when the change becomes effective
- * Saturday, the day after the sync job completes
- * Tuesday, the day the transaction is entered
- * Friday, when the sync job completes

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