



Certification Blueprint Coverage

SAP's official EC certification (C_THR81_*) focuses on:

Data Models & MDF Objects

Business Rules

Foundation Objects

Employee Data Management

Workflows

Event Derivation

Position Management

Role-Based Permissions (RBP)

Import/Export Data

Configuration UI

Integration Basics

Reporting Overview

Courseware Structure

Module 1: Introduction to SuccessFactors & EC

- SAP HCM vs SuccessFactors
- Cloud architecture overview
- Overview of EC functionality
- Navigation & Home Page (latest version with Quick Actions)

Module 2: Foundation Objects & Data Model

What are Foundation Objects (FOs)?

- Legal Entity, Business Units, Divisions, Departments
- Location, Pay Components

Data Model Types

- Corporate Data Model
- Succession Data Model
- MDF Objects

Practice: Create & Configure FOs

Module 3: MDF Objects & Business Rules

- Introduction to MDF
- Creating custom MDF objects
- Association & Hierarchies
- Business Rules:
 - Rule types (Basic, Trigger)
 - Assigning rules to objects

Hands-on: Build custom objects and rules

Module 4: Employee Data Management

- Person vs Employment Information
- Hire Process in EC
- Employment Information Portlets
- Job Information Portlets
- Global Assignment
- Termination & Rehire Process

Module 5: Event Reason Derivation

- Event vs Event Reason
- Configuring event reasons in data model
- Business rules for automatic event derivation

Module 6: Position Management

- Enabling Position Management
- Synchronization with Job Information
- Position Organizational Chart
- Best practices

Module 7: Workflows

- Workflow concepts in EC
- Workflow trigger scenarios
- Routing map and CC roles
- Delegation & Proxy functionality

Module 8: Role-Based Permissions (RBP)

- Understanding RBP framework
- Permission Groups & Roles
- Target population concepts
- Assigning roles to users

Module 9: Import and Export

- Using Admin Center → Import Employee Data
- Data formats & validations
- Exporting data for mass changes

Module 10: Reporting Overview

- People Analytics (Story Reports)
- Ad Hoc Reports for EC
- Key reports for HR operations

Module 11: Integration Overview

- EC integration touchpoints (Payroll, Recruiting, etc.)
- Introduction to APIs (brief)

Hands-On Exercises

Each module includes **lab activities**:

- Configure objects
 - Create event reasons
 - Build workflows
 - Perform hire/termination scenarios
 - Generate reports
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✓ Assessment & Practice Questions

Quiz per module: 10-15 questions

End-course mock test: 80-100 questions similar to SAP certification

Scenario-based questions

Touch base on these modules.

- **Performance & Goal Management**
- **Learning Management System (LMS)**
- **Recruiting Management (RCM)**
- **On Boarding (ONB)**