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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Leave of Absence (LOA) and Time Off Reporting: This section of the exam is designed for an HR Reporting Analyst and covers managing leaves of absence, how LOA is handled in the system, and generating time off-related reports for decision-making.
Topic 2	• Flextime and Clock In Clock Out in SAP SuccessFactors Time Tracking: This section targets a Workforce Time Tracking Specialist and covers the configuration and management of flexible work hours, as well as clock-in and clock-out processes to capture accurate employee attendance and hours worked.
Topic 3	• Absence Requests in Time Off: This part focuses on a Configuration Specialist's abilities to handle absence requests within the Time Off module, including processing and managing various absence types submitted by employees.
Topic 4	• SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet: This section of the exam measures skills of a Time Management Consultant and covers the fundamentals of SAP SuccessFactors Employee Central Time Off module as well as the basics of configuring and managing timesheets within the system.
Topic 5	• Accrual Rules in Time Off: This domain assesses the expertise of a Payroll Specialist in setting up and managing accrual rules within Time Off, ensuring that leave balances and entitlements are calculated and maintained accurately.
Topic 6	• Time Off Imports and Integration: This domain evaluates the skills of an Integration Specialist in importing time off data and integrating time off functionalities with other SAP modules or external systems to ensure data consistency and process efficiency.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q42-Q47):

NEW QUESTION # 42
You need to determine the accruals to be awarded based on the seniority of an employee. The employee has been with the organization for 5 years and should be awarded an accrual of 12 days. Here is the accrual rule that you will use:
What are eligible values for the accrual lookup by seniority table? Note: There are 2 correct answers to this question.

- A. Seniority From = 0 Seniority To = 5 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30
- B. Seniority From = 0 Seniority To = 4 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30
- C. Seniority From = 0 Seniority To = 6 Amount (days) = 12 Seniority From = 7 Seniority To = 10 Amount (days) = 30
- D. Seniority From = 0 Seniority To = 5 Amount (days) = 30 Seniority From = 5 Seniority To = 10 Amount (days) = 12

Answer: A,C

NEW QUESTION # 43
Which tool do you use to import Work Schedules?

- A. Import Employee Data
- B. Import and Export Data
- C. Import/Export Corporate Data Model
- D. Import Foundation Data

Answer: B

NEW QUESTION # 44
In which systems are prepackaged integrations available for SAP SuccessFactors Time Management?Note:
There are 2 correct answers to this question.

- A. SAP ERP HCM Payroll
- B. Third-party payroll solutions
- C. Kronos
- D. SAP SuccessFactors Employee Central Payroll

Answer: A,D

NEW QUESTION # 45
What Event type should you use when creating Event reasons for a Leave of Absence?Note: There are 2 correct answers to this question.

- A. Return from Disability
- B. Unpaid Leave
- C. Return to Work
- D. Leave of Absence

Answer: C,D

NEW QUESTION # 46

How is time data derived in the following Time Category types of Time Type Group?Note: There are 2 correct answers to this question.

- A. Paid Absences: Time data is derived from absences entered in Time Off, only for those absences assigned to the Time Type Group.
- B. Calculated Time: Time data is derived from the output of a time valuation.
- C. Calculated Time: Time data is derived from the work schedule of an employee.
- D. Paid Absences: Time data is derived from absences entered in Time Off, irrespective of absences set in Time Type Group.

Answer: A,B

NEW QUESTION # 47

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