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SAP C-THR94-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Managing Clean Core: In this topic, SAP Consultants explore the principles of maintaining a Clean Core in SAP SuccessFactors. The section highlights best practices for minimizing customizations, leveraging standard features, and implementing techniques to ensure optimal system performance and scalability.
Topic 2	Time Valuation and Compensation: In this section, SAP Consultants explore the configuration of time valuation rules, thresholds, and overtime calculations. The topic also addresses integration with payroll for accurate compensation and management of complex scenarios like flextime and on-call schedules. This ensures competency in delivering comprehensive valuation solutions.
Topic 3	Configuring and Setting up Time Sheet: This topic focuses on configuring time sheet profiles and integrating work schedules for SAP Consultants. It includes setting up validations for time entries and approval workflows. Reporting on time sheet usage and compliance is also covered, ensuring consultants can deliver effective time management solutions.

Topic 4	• Accrual Rules in Time Off: In this topic, SAP Consultants gain expertise in setting up accrual rules, configuring accrual periods, and implementing carry-forward policies. It also addresses testing scenarios to ensure compliance and provides best practices for handling exceptions and retroactive adjustments, enabling accurate and efficient accrual management.
Topic 5	• Flextime and Clock In • Clock Out in SAP SuccessFactors Time Tracking: This topic delves into configuring flextime policies and workflows for SAP Consultants. It emphasizes setting up Clock In • Clock Out features, ensuring compliance with regional labor laws, and monitoring clock data for accuracy and efficiency, enhancing time tracking capabilities.
Topic 6	• Leave of Absence (LOA) and Time Off Reporting: This topic provides SAP Consultants with the knowledge to set up leave of absence (LOA) policies and manage related employee life-cycle events. It also explores reporting and analytics for LOA and time-off data and integration with payroll systems, enabling compliance and efficient tracking.
Topic 7	• Time Off Imports and Integration: This section equips SAP Consultants with skills to import time-off data using templates, manage bulk updates, and integrate time-off data with payroll and Employee Central. Troubleshooting and maintaining data consistency are also discussed to ensure streamlined data workflows.
Topic 8	• SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet: This topic introduces SAP Consultants to the core functionalities of Time Off and Time Sheet in SAP SuccessFactors. It emphasizes configuring time profiles, time types, and work schedules while covering the fundamentals of time sheet setup and data capture.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q24-Q29):

NEW QUESTION # 24

What filtering options do you have when you use Time Record Filters for Time Valuation Type Filter Input Group?

- A. Filter based on a Counted Event
- B. Filter based on a Time Collector
- **C. Filter based on a Time Type Group**
- D. Filter based on a Day Model Shift Classification

Answer: C

NEW QUESTION # 25

You hire an employee on March 15, 2024. You have selected Account Creation Start Date = Account Valid From (Day or Month) for Time Account Type, Account Valid From (Day) = 1, Account Valid From (Month) = 1.

When will the first account start?

- A. March 15, 2024
- B. January 1, 2025
- **C. January 1, 2024**
- D. March 1, 2024

Answer: C

NEW QUESTION # 26

A customer wants to calculate a specific payment for employees working between 7:00 pm to 11:59 pm. In the Time Evaluation rule, what is the appropriate Time Valuation Type to be used to achieve this?

- A. Difference between Threshold and Input
- **B. Compare Threshold with Comparison Group to Route Input**
- C. Compare Threshold with Input Group and Counted Events
- D. Filter Segments from Input Groups

Answer: B

NEW QUESTION # 27

The Dynamic Break configuration below is set up and assigned to an employee.

Dynamic Break Configuration: Dynamic Break (DB1)

External Name * Dynamic Break ?

Description Dynamic Break ?

External Code * DB1 ?

Entity UUID * 87927F9F2AD646E38F213F9D1C955767

Method of Generating Breaks * Partial Deduction ?

Gaps in Working Time * Count as Break ?

Working Time (hh:mm)	Accumulated Break in Minutes	External Code	Entity UUID
06:00 ?	30 ?	1 ?	9A317539912741C2B3E76BDA7BAF482D
09:00 ?	45 ?	2 ?	B0B83B7990E641D69E2EEBF8CE8BA704

How is the break provided to this employee?

- **A. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 45 minutes of break are provided when the employee completes 9 hours of working time.**
- B. Both the 30 minutes and 15 minutes of break are provided only when the employee completes 9 hours of working time.
- C. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 15 minutes of break are provided when the employee completes 9 hours of working time.
- D. Both 30 minutes and 45 minutes of break are provided only when the employee completes 9 hours of working time.

Answer: A

NEW QUESTION # 28

What are some characteristics of Leave of Absence? Note: There are 3 correct answers to this question.

- **A. Leave of Absence can alter the employee's status in Job Information.**
- **B. Leave of Absence can be displayed based on calendar days.**
- **C. Leave of Absence can be displayed based on work schedule days.**
- D. Leave of Absence can deduct balances from Time Accounts.
- E. Leave of Absence can be requested as a half day.

Answer: A,B,C

NEW QUESTION # 29

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