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## SAP C_THR94_2505 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • Configuring and Setting up Time Sheet: This section evaluates a System Administrator's skills in configuring and setting up timesheet functionalities, including defining timesheet templates, rules, and workflows to track employee time. |
| 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 | • 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 4 | • 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. |

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| Topic 5 | • 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 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 (Q17-Q22):

**NEW QUESTION # 17**
The Dynamic Break configuration below is set up and assigned to an employee.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 15 minutes of break are provided when the employee completes 9 hours of working time.
- B. 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.
- C. Both 30 minutes and 45 minutes of break are provided only when the employee completes 9 hours of working time.
- D. Both the 30 minutes and 15 minutes of break are provided only when the employee completes 9 hours of working time.

**Answer: B**

**NEW QUESTION # 18**
The customer has a scenario where employees' time sheets are typically auto-approved for the week because employees normally work as scheduled. The only exception is when the employees are recording on-call duty past 7:00 p.m., after their scheduled working time, which requires their supervisor's approval. What is the appropriate Time Recording Method and Time Recording Variant combination to be used for this configuration?

- A. Negative with Duration-based time
- B. Negative with Clock Time-based time
- C. Positive with Duration-based time
- D. Positive with Clock time-based time

**Answer: A**

**NEW QUESTION # 19**
What are some characteristics of Leave of Absence?Note: There are 3 correct answers to this question.

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

**Answer: B,D,E**

**NEW QUESTION # 20**
In the Clock In Clock Out application, what does the Clock In Clock Out Group configuration consist of?

- A. Combination of Time Types
- B. Combination of Employee Groups from Job Info parameters
- C. Combination of Permission Group from Role-based Permission
- D. Combination of Time Event Types

**Answer: B,C**

**NEW QUESTION # 21**
Where in the Employee Time object definition should you assign the Time Off workflow trigger rule?

- A. Validate Rule
- B. Save Rule
- C. Initialize Rule
- D. Post Save Rule

**Answer: B**

**NEW QUESTION # 22**
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