

SAP C_THR94_2505 Questions Tips For Better Preparation 2026



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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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.
Topic 4	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none"> Time Valuation and Compensation: This part measures the knowledge of a Compensation Analyst in how time valuation works within SAP SuccessFactors, including calculating payable time and integrating compensation rules with time tracking.
Topic 6	<ul style="list-style-type: none"> 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 7	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q56-Q61):

NEW QUESTION # 56

When generating accruals for the current period, you need to cap the accruals to a maximum of 50 days.

Which options can you choose when using the Cap Accrual rule function? Note: There are 2 correct answers to this question.

- A. Cap Accrual(Maximum Accrual = 3, Account Balance limit = 50)
- B. Cap Accrual(Maximum Accrual = accrual rule variable.amount, Account Balance limit = 400)
- C. Cap Accrual(Maximum Accrual = accrual rule variable.amount, Account Balance limit = 50)
- D. Cap Accrual(Maximum Accrual = 50, Account Balance limit = 5)

Answer: A,C

NEW QUESTION # 57

What are the allowed Message Types in a Time Valuation rule?

- A. Error, and Alert and Warning
- B. Information, and Alert and Warning
- C. Error and Information
- D. Error, Information, and Alert and Warning

Answer: A

NEW QUESTION # 58

You want to implement Time Off. You need to maintain the Time Off fields for employees in the Job Information section. Which combination of fields is mandatory?

- A. Time Type Profile, Work Schedule, Holiday Calendar
- B. Time Recording Profile, Work Schedule, Holiday Calendar
- C. Overtime Compensation Variant, Work Schedule, Holiday Calendar
- D. Time Recording Admissibility, Work Schedule, Holiday Calendar

Answer: A

NEW QUESTION # 59

What is a flextime bandwidth?

- A. Defines the time frame within which employees can record working time spanning midnight.
- **B. Defines the time frame within which employees can record working time.**
- C. Defines the time frame within which employees must be present at work.
- D. Defines the time frame within which employees are planned to work.

Answer: B

NEW QUESTION # 60

An employee is hired on January 10, 2022, with yearly accruals as accrual frequency. What is the correct accrueable and accrual period combination?

- A. Accrual period = January 1 - January 31, 2022, Accrueable period = January 10 - January 31, 2022
- B. Accrual period = January 1 - January 31, 2022, Accrueable period = January 1 - January 31, 2022
- C. Accrual period = January 1 - December 31, 2022, Accrueable period = January 10 - January 31, 2022
- **D. Accrual period = January 1 - December 31, 2022, Accrueable period = January 10 - December 31, 2022**

Answer: D

NEW QUESTION # 61

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