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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<ul style="list-style-type: none"> 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	<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 4	<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 5	<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 6	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q22-Q27):

NEW QUESTION # 22

You created an Attendance Time Type. When trying to assign it to a Time Profile, you realize it is NOT listed in the drop down for Available Time Types. What are some possible reasons? Note: There are 3 correct answers to this question.

- A. The Country/Region assigned to Time Type and Time Profile have the same code.
- B. The Country/Region is assigned to Time Profile, but missing in Time Type.
- C. The Country/Region assignment is missing in both Time Profile and Time Type.
- D. The Country/Region is assigned to Time Type, but missing in Time Profile.
- E. The Country/Region assigned to Time Type and Time Profile have different codes.

Answer: B,D,E

NEW QUESTION # 23

What is the purpose of the IF condition in the following take rule?

The screenshot shows a configuration window for a take rule. The IF condition is "Get Number Of Absences For Period For Time Types()". The parameters are: User: Employee Time User, Start Date: Get First Day Of Month(), End Date: Date Plus(), Base Date: Get First Day Of Month(), Date: Employee Time Start Date, (Optional) Number of Months: 1, (Optional) Number of Days: -1, Time Types: Sick Leave (SICKLEAVE). The THEN condition is "Raise Message JM_ERROR1 with Error severity JM_ERROR1".

- A. To prevent more than 4 sick leave days from being created in a month
- B. To prevent more than 4 sick leave days from being created on the first day of the month
- C. To prevent more than 4 sick leave requests from being created in a month
- D. To prevent more than 4 sick leave requests from being created on the first day of the month

Answer: C

NEW QUESTION # 24

You import a leave request. In your import file, you set the Approval Status field to Pending. What happens after import?

- A. The approval status field is in Pending status.
- B. The import of the leave request fails.
- C. A workflow is triggered automatically.
- D. The approval status field is automatically set to Approved.

Answer: D

NEW QUESTION # 25

What is the allowed combination of Valuation Result Category in Time Type Group configuration that is eligible for a Time-Off in Lieu compensation either by payout or by posting to Time-Off in Lieu Time Account?

- A. Overtime Base and Overtime Premium
- B. Overtime Premium and Difference in Working Time
- C. Overtime Base and Difference in Working Time
- D. Overtime Premium and Working Time

Answer: A

NEW QUESTION # 26

You have configured Period-End Processing to happen automatically. Your Time Account is valid from January 1 - December 31, 2022, and bookable from January 1, 2022 - March 31, 2023. When is the automatic Period-End Processing calendar executed?

- A. 2023-04-01 00:00:00
- B. 2022-12-31 00:00:00
- C. 2023-03-31 00:00:00
- D. 2023-01-01 00:00:00

Answer: A

NEW QUESTION # 27

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