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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q34-Q39):

NEW QUESTION # 34
A customer has two groups of employees in two different countries. Group 1 (USA) has a work week definition from Sunday to Saturday and group 2 (Germany) has work week definition from Monday to Sunday.What is the correct configuration in Payroll Time Sheet with respect to Time Recording Profile and Time Valuation Period?

- A. Create two Time Valuation Periods and assign them to one Time Profile.
- B. Create two Time Profiles with two different Time Valuation Periods.
- C. Create two Time Valuation Periods and assign them to one Time Recording Profile.
- D. Create two Time Recording Profiles with two different Time Valuation Periods.

Answer: D

NEW QUESTION # 35
In a scenario where the current day is a public holiday that falls on a working day with 8 planned hours, an employee works 10 hours. What will be the hours in Value 1 and Value 2 of the below rule?Note:No previous and next day rules are considered in this scenario.Time Type Group A in Input Time Type Group of below rule holds the 10 hours entered by the employee.Time Record filter is Public Holiday, which is set to FULL in Holiday Class filter for Current Day field.

Time Valuation: Filter Hours (Sample 1)

No other specifics are to be considered.

- A. Value 1 = 2 and Value 2 = 8
- B. Value 1 = 8 and Value 2 = 2
- C. Value 1 = 0 and Value 2 = 10
- D. Value 1 = 10 and Value 2 = 0

Answer: D

NEW QUESTION # 36

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

Answer: A,D

NEW QUESTION # 37

You need to send an alert to the HR admin if an employee is sick for more than 15 days.How would you define the reminder alert?

- A. As a save rule in the Time Type object definition
- B. As a post save rule in the Employee Time object definition
- C. As a post save rule in the Time Type object definition
- D. As a save rule in the Employee Time object definition

Answer: B

NEW QUESTION # 38

What are the prerequisites to define a Flextime Bandwidth in the Work Schedule?Note: There are 2 correct answers to this question.

- A. Define a Scheduled Break in the Work Schedule.
- B. Set the Time Recording Variant of the Work Schedule to Clock Times.
- C. Define the Scheduled Working Time in the Work Schedule.
- D. Enable the Work Schedule for cross-midnight processing.

Answer: B,C

NEW QUESTION # 39

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