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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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 (Q74-Q79):

NEW QUESTION # 74

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

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

Answer: D

NEW QUESTION # 75

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

□

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

Answer: A

NEW QUESTION # 76

Under which object can you define whether a Time Type is a favorite Time Type?

- A. Available Time Type
- B. Available Allowance type
- **C. Time Type**
- D. Time Profile

Answer: C

NEW QUESTION # 77

You have set up flextime. An employee has a daily planned working time of 8 hours from Monday through Friday; Saturday and Sunday are non-working days. In the first week of November 2021, the employee has recorded the following working times: Monday, November 1, 2021: 8 hours Tuesday, November 2, 2021: 8 hours Wednesday, November 3, 2021: 7 hours Thursday, November 4, 2021: 9 hours Friday, November 5, 2021: 9 hours What time account posting applies?

- A. The Time Off in Lieu Account is debited with a total balance of -1 hour and the Working Time Account is credited with a total balance of +2 hours for the week.
- B. The Working Time Account is credited with a total balance of +1 hour for the week.
- **C. The Working Time Account is debited with a total balance of -1 hour and the Time Off in Lieu Account is credited with a total balance of +2 hours for the week.**
- D. The Time Off in Lieu Account is credited with a total balance of +1 hour for the week.

Answer: C

NEW QUESTION # 78

How do you set up a Time Sheet workflow?

- A. Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet object to trigger the workflow.
- B. Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet Entry object to trigger the workflow.
- C. Create a workflow, assign it to the Time Recording Profile, and create a Save Rule in the Employee Time Sheet Entry object to trigger the workflow.
- **D. Create a workflow, assign it to the Time Recording Profile, and create a Save Rule in the Employee Time Sheet object to trigger the workflow.**

Answer: D

NEW QUESTION # 79

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