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**SAP CERTIFICATION**

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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q20-Q25):**

#### NEW QUESTION # 20

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

**Answer: D**

#### NEW QUESTION # 21

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

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

**Answer: A,C**

#### NEW QUESTION # 22

Which generic object do you use to import leave requests?

- A. Employee Time Sheet
- B. External Time Data
- C. External Time Record
- **D. Employee Time**

**Answer: D**

#### NEW QUESTION # 23

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

**Answer: B**

#### NEW QUESTION # 24

Per your company's policy, flextime accounts must NOT exceed a balance of 40 hours at the end of a month. Therefore, you decide to set up automated periodic processing for those accounts.

What can you do using periodic time account processing?

- **A. Automatically cap the time account balance beyond 40 hours.**
- B. Automatically create leave requests amounting to the balance beyond 40 hours.
- C. Automatically raise an error message when recording working time beyond 40 hours.

- D. Automatically transfer the time account balance beyond 40 hours to another account.

**Answer: A**

## NEW QUESTION # 25

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