C-THR94-2411 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management–Reliable Guaranteed Success

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SAP C-THR94-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Time Valuation and Compensation: In this section, SAP Consultants explore the configuration of time valuation rules, thresholds, and overtime calculations. The topic also addresses integration with payroll for accurate compensation and management of complex scenarios like flextime and on-call schedules. This ensures competency in delivering comprehensive valuation solutions.
Topic 2	• Managing Clean Core: In this topic, SAP Consultants explore the principles of maintaining a Clean Core in SAP SuccessFactors. The section highlights best practices for minimizing customizations, leveraging standard features, and implementing techniques to ensure optimal system performance and scalability.
Topic 3	• Absence Requests in Time Off: This topic educates SAP Consultants on setting up absence types and defining policies within SAP SuccessFactors. It includes configuring workflows for absence request approvals, managing global holiday calendars, and generating insightful reports and analytics on absence data. This knowledge enhances global absence management capabilities.

Topic 4	• Accrual Rules in Time Off: In this topic, SAP Consultants gain expertise in setting up accrual rules, configuring accrual periods, and implementing carry-forward policies. It also addresses testing scenarios to ensure compliance and provides best practices for handling exceptions and retroactive adjustments, enabling accurate and efficient accrual management.
Topic 5	• Leave of Absence (LOA) and Time Off Reporting: This topic provides SAP Consultants with the knowledge to set up leave of absence (LOA) policies and manage related employee life-cycle events. It also explores reporting and analytics for LOA and time-off data and integration with payroll systems, enabling compliance and efficient tracking.
Topic 6	• SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet: This topic introduces SAP Consultants to the core functionalities of Time Off and Time Sheet in SAP SuccessFactors. It emphasizes configuring time profiles, time types, and work schedules while covering the fundamentals of time sheet setup and data capture.
Topic 7	• Flextime and Clock In • Clock Out in SAP SuccessFactors Time Tracking: This topic delves into configuring flextime policies and workflows for SAP Consultants. It emphasizes setting up Clock In • Clock Out features, ensuring compliance with regional labor laws, and monitoring clock data for accuracy and efficiency, enhancing time tracking capabilities.
Topic 8	• Time Off Imports and Integration: This section equips SAP Consultants with skills to import time-off data using templates, manage bulk updates, and integrate time-off data with payroll and Employee Central. Troubleshooting and maintaining data consistency are also discussed to ensure streamlined data workflows.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q19-Q24):

NEW QUESTION # 19
You have a weekly accrual frequency and you want the accruals to be generated on the last day of the previous week. Which option will you select in the Time Account Type object?

- A. Accrual creation offset[days] = -1
- B. Accrual creation offset[days] = 0
- C. Accrual creation offset[days] = 1
- D. Accrual creation offset[days] = -2

Answer: A

NEW QUESTION # 20
Which of the following can lead to automatic absence recalculation?Note: There are 3 correct answers to this question.

- A. Changes to the Holiday Calendar in Job Information

- B. Changes in the Temporary Time Information object
- C. Changes to the Work Schedule in Job Information
- D. Changes in the Work Schedule object
- E. Changes in the Holiday Calendar object

Answer: A,B,C

NEW QUESTION # 21
You are using Clock In Clock Out Group in Job Info.
What is the correct combination that you are allowed to use?

- A. Time Recording Variant: Duration
- B. Time Recording Variant: Duration
- C. Time Recording Variant: Clock Times
- D. Time Recording Variant: Clock Times

Answer: D

NEW QUESTION # 22
A customer wants to add a new holiday to the existing list of holidays. How would you add the new holiday?

- A. Create a Holiday object and then assign it to the Holiday Calendar object.
- B. Create a Holiday Calendar and then assign it to the Holiday object.
- C. Assign a Holiday Class to the Holiday Calendar object.
- D. Assign a Holiday object to the Holiday Class field.

Answer: A

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. Time Recording Profile, Work Schedule, Holiday Calendar
- D. Overtime Compensation Variant, Work Schedule, Holiday Calendar

Answer: B

NEW QUESTION # 24
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