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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q21-Q26):

NEW QUESTION # 21

The Dynamic Break configuration below is set up and assigned to an employee. How is the break provided to this employee?

Dynamic Break Configuration: Dynamic Break (DB1)

External Name * Dynamic Break ⓘ ⓘ

Description Dynamic Break ⓘ

External Code * DB1 ⓘ

Entity UUID * 87927F9F2AD646E38F213F9D1C955767 ⓘ

Method of Generating Breaks * Partial Deduction ⓘ

Gaps in Working Time * Count as Break ⓘ

Working Time (hh:mm)	Accumulated Break (hh:mm)	Code	Entity UUID
06:00 ⓘ	30 ⓘ		9A317639812741C2B3E768DA7BAF482D
09:00 ⓘ	45 ⓘ		B0B83B7990E641D69E2EEBF8CE8BA704

- A. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 45 minutes of break are provided when the employee completes 9 hours of working time.
- B. Both 30 minutes and 45 minutes of break are provided only when the employee completes 9 hours of working time.
- C. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 15 minutes of break are provided when the employee completes 9 hours of working time.
- D. Both the 30 minutes and 15 minutes of break are provided only when the employee completes 9 hours of working time.

Answer: A

NEW QUESTION # 22

You need to determine the accruals to be awarded based on the seniority of an employee. The employee has been with the organization for 5 years and should be awarded an accrual of 12 days. Here is the accrual rule that you will use:



What are eligible values for the accrual lookup by seniority table? Note: There are 2 correct answers to this question.

- A. Seniority From= 0 Seniority To = 4 Amount (days) = 12 Seniority From= 6 Seniority To = 10 Amount (days) = 30
- B. Seniority From= 0 Seniority To = 6 Amount (days) = 12 Seniority From= 7 Seniority To = 10 Amount (days) = 30
- C. Seniority From= 0 Seniority To = 5 Amount (days) = 30 Seniority From= 5 Seniority To = 10 Amount (days) = 12
- D. Seniority From= 0 Seniority To = 5 Amount (days) = 12 Seniority From= 6 Seniority To = 10 Amount (days) = 30

Answer: B,D

NEW QUESTION # 23

Which of the following describe the Single Record Approval feature? Note: There are 2 correct answers to this question.

- A. When the Time Sheet workflow for a period is approved, all pending Single Record Approval workflows for that period are auto approved.
- B. Single Record Approval is available only when Time Tracking is enabled.
- C. Time Sheet workflow CANNOT be approved unless all Single Record Approval workflows for that timesheet period are completed.
- D. Single Record Approval enables workflow for Temporary Time Information.

Answer: B,C

NEW QUESTION # 24

Which generic object do you use to import leave requests?

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

Answer: A

NEW QUESTION # 25

Which of the following objects can you use to define the type of Time Management data that is replicated to SAP SuccessFactors Employee Central Payroll?

- A. Data Replication Proxy
- B. Replication Target System
- C. Data Replication Monitor Configuration
- D. Data Replication Configuration

Answer: A

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