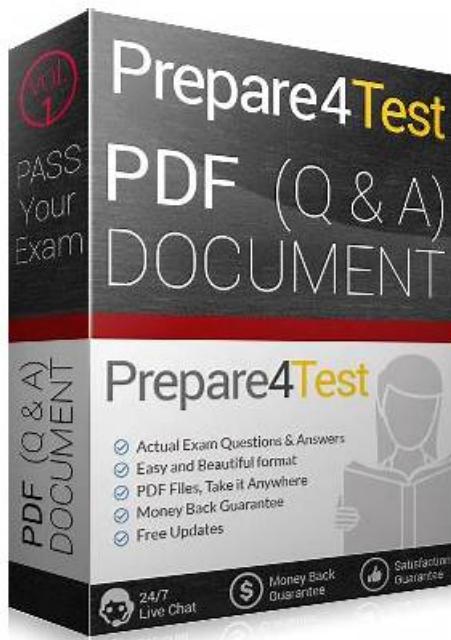


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SAP C_THR94_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Flextime and Clock InClock Out in SAP SuccessFactors Time Tracking: This topic delves into configuring flextime policies and workflows for SAP Consultants. It emphasizes setting up Clock InClock Out features, ensuring compliance with regional labor laws, and monitoring clock data for accuracy and efficiency, enhancing time tracking capabilities.
Topic 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">Configuring and Setting up Time Sheet: This topic focuses on configuring time sheet profiles and integrating work schedules for SAP Consultants. It includes setting up validations for time entries and approval workflows. Reporting on time sheet usage and compliance is also covered, ensuring consultants can deliver effective time management solutions.
Topic 5	<ul style="list-style-type: none">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 6	<ul style="list-style-type: none">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 7	<ul style="list-style-type: none">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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which tool do you use to run an interim update?

- A. Time Administrator Workbench
- B. Review Periodic Time Account Updates

- C. Time Account Process Simulator
- D. Manage Time Off Calendars

Answer: A

NEW QUESTION # 81

What operations are supported when an employee accesses a Time Event via the Time Sheet UI?

- A. View, Correct, and Delete
- B. View, Create, Correct, and Delete
- C. View, Create, and Correct
- D. **View, Create, and Delete**

Answer: D

NEW QUESTION # 82

Which activities are allowed in an SAP SuccessFactors Payroll Time Sheet? Note: There are 3 correct answers to this question.

- A. Convert recorded overtime into Time-Off in Lieu.
- B. Record On-Call times.
- C. Make changes to approved timesheets.
- D. Manage payout of Time Account.
- E. Change the Planned Working Time.

Answer: A,B,C

NEW QUESTION # 83

What is the allowed combination of Valuation Result Category in Time Type Group configuration that is eligible for a Time-Off in Lieu compensation either by payout or by posting to Time-Off in Lieu Time Account?

- A. Overtime Premium and Difference in Working Time
- B. **Overtime Premium and Working Time**
- C. Overtime Base and Overtime Premium
- D. Overtime Base and Difference in Working Time

Answer: B

NEW QUESTION # 84

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

Answer: B

NEW QUESTION # 85

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