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## SAP C-THR94-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q33-Q38):

### NEW QUESTION # 33

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 # 34

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

**Answer: A**

### NEW QUESTION # 35

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

**Answer: C**

#### NEW QUESTION # 36

What are the characteristics of a Working Time Account? Note: There are 3 correct answers to this question.

- A. The Working Time Account balance is calculated effective of each timesheet period.
- B. Absences requested in EC Time Off can be deducted from the balances of Working Time Account.
- C. A Time Off in Lieu account can be used for posting of Working Time Account.
- D. It calculates the difference between the employee's recorded working time and the planned working time.
- E. Periodic Time Account Updates can be used to review and cap the Working Time Accounts balance.

**Answer: B,C,D**

#### NEW QUESTION # 37

How do you set up a Time Sheet workflow?

- A. 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.
- 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 Profile, and create a Save Rule in the Employee Time Sheet 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 Entry object to trigger the workflow.

**Answer: A**

#### NEW QUESTION # 38

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