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SAP C_THR94_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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.
Topic 3	<ul style="list-style-type: none">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 4	<ul style="list-style-type: none">Time Valuation and Compensation: This part measures the knowledge of a Compensation Analyst in how time valuation works within SAP SuccessFactors, including calculating payable time and integrating compensation rules with time tracking.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q40-Q45):

NEW QUESTION # 40

Where in the Employee Time object definition should you assign the Time Off workflow trigger rule?

- A. Post Save Rule
- B. Validate Rule
- **C. Save Rule**
- D. Initialize Rule

Answer: C

NEW QUESTION # 41

Which of the following can be defined in a Time Profile? Note: There are 2 correct answers to this question.

- A. How attendances are valuated in Time Valuation
- B. Whether employees do positive or negative time recording
- **C. The Attendance types that are available for an employee**
- **D. Whether employees can request absences via self-service**

Answer: C,D

NEW QUESTION # 42

What Time Management components are available in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- A. Kronos
- **B. Time Tracking**
- **C. Time Sheet**
- D. Time Off

Answer: B,C

NEW QUESTION # 43

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

Answer: B,C

NEW QUESTION # 44

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

- D. Overtime Premium and Difference in Working Time

Answer: B

NEW QUESTION # 45

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