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## SAP C\_THR94\_2505 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                    |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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 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>• 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.</li></ul>                                                             |
| Topic 4 | <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 5 | <ul style="list-style-type: none"> <li>• 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.</li> </ul> |
| Topic 6 | <ul style="list-style-type: none"> <li>• Absence Requests in Time Off: This part focuses on a Configuration Specialist's abilities to handle absence requests within the Time Off module, including processing and managing various absence types submitted by employees.</li> </ul>                                                                                   |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q50-Q55):

### NEW QUESTION # 50

Which object determines the list of absence types an employee can request?

- A. Time Recording Profile
- B. Time Type
- C. Work Schedule
- **D. Time Profile**

**Answer: D**

### NEW QUESTION # 51

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

**Answer: D**

### NEW QUESTION # 52

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

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

**Answer: A,B,E**

#### NEW QUESTION # 53

Which posting type should you use to import time account balances?

- A. Entitlement
- B. Recalculation
- C. Accrual
- **D. Manual adjustment**

**Answer: D**

#### NEW QUESTION # 54

Which tasks can an administrator accomplish using the Time Administrator Workbench? Note: There are 3 correct answers to this question.

- **A. Create absences for employees.**
- **B. Perform time account payouts.**
- C. Approve time sheets.
- D. Review attendance recordings.
- **E. Analyze time account postings.**

**Answer: A,B,E**

#### NEW QUESTION # 55

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