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## SAP C-THR94-2411 Exam Syllabus Topics:

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

|         |   |
|---------|---|
| Topic 3 | <ul style="list-style-type: none"> <li>Time Off Imports and Integration: This section equips SAP Consultants with skills to import time-off data using templates, manage bulk updates, and integrate time-off data with payroll and Employee Central. Troubleshooting and maintaining data consistency are also discussed to ensure streamlined data workflows.</li> </ul>  |
| Topic 4 | <ul style="list-style-type: none"> <li>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.</li> </ul>                 |
| Topic 5 | <ul style="list-style-type: none"> <li>Flextime and Clock In</li> <li>Clock Out in SAP SuccessFactors Time Tracking: This topic delves into configuring flextime policies and workflows for SAP Consultants. It emphasizes setting up Clock In</li> <li>Clock Out features, ensuring compliance with regional labor laws, and monitoring clock data for accuracy and efficiency, enhancing time tracking capabilities.</li> </ul>           |
| Topic 6 | <ul style="list-style-type: none"> <li>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.</li> </ul> |
| Topic 7 | <ul style="list-style-type: none"> <li>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.</li> </ul>  |

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q29-Q34):

### NEW QUESTION # 29

What can you achieve via an interim update?

- A. Make mass data updates to absence requests.
- B. Make mass data updates to payout requests.
- C. Make mass data updates to time accounts.
- D. Make mass data updates to time sheets.

**Answer: C**

### NEW QUESTION # 30

You import a leave request. In your import file, you set the Approval Status field to Pending. What happens after import?

- A. The import of the leave request fails.
- B. A workflow is triggered automatically.
- C. The approval status field is automatically set to Approved.
- D. The approval status field is in Pending status.

**Answer: D**

Explanation:

Topic 2, SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet

### NEW QUESTION # 31

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. Time Sheet workflow CANNOT be approved unless all Single Record Approval workflows for that timesheet period are completed.
- C. Single Record Approval is available only when Time Tracking is enabled.
- D. Single Record Approval enables workflow for Temporary Time Information.

Answer: B,C

#### NEW QUESTION # 32

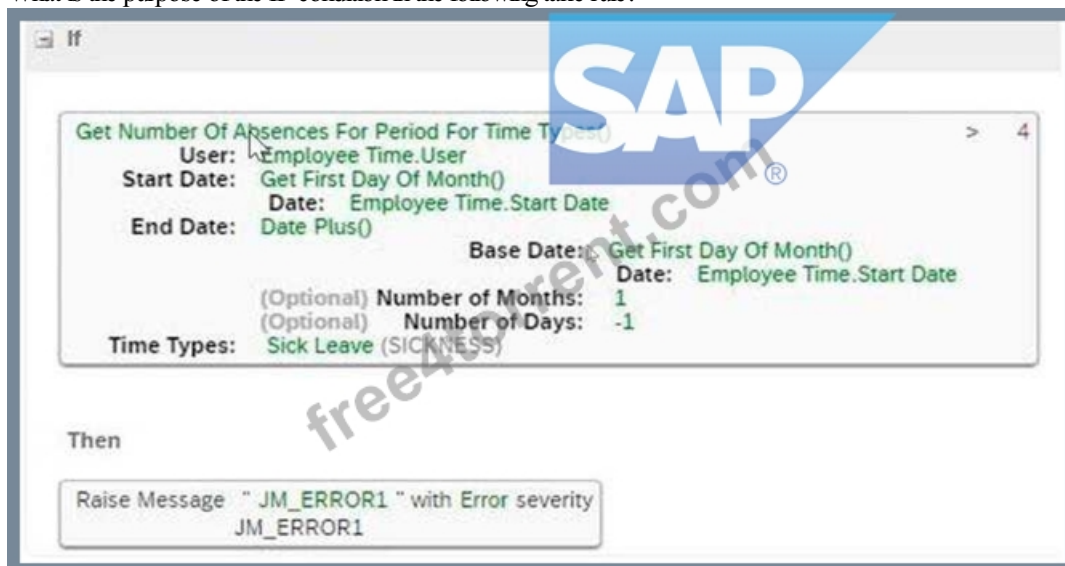
Which of the following describe the Single Record Approval feature? Note: There are 2 correct answers to this question.

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

Answer: A,D

#### NEW QUESTION # 33

What is the purpose of the IF condition in the following take rule?



- A. To prevent more than 4 sick leave requests from being created on the first day of the month
- B. To prevent more than 4 sick leave days from being created in a month
- C. To prevent more than 4 sick leave requests from being created in a month
- D. To prevent more than 4 sick leave days from being created on the first day of the month

Answer: D

#### NEW QUESTION # 34

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