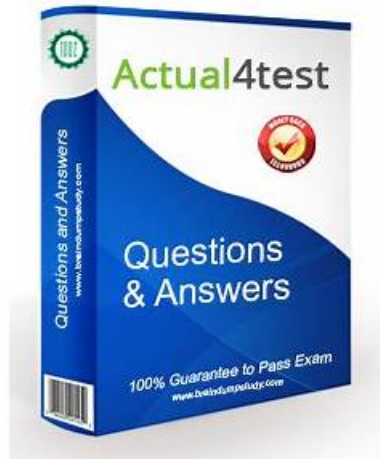


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## SAP C-THR94-2505 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                            |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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 2 | <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 3 | <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>                                                                            |
| Topic 4 | <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>           |

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q12-Q17):

### NEW QUESTION # 12

What type of rule is recommended to perform validation checks on leave requests?

- A. Post Save Rule
- B. Save Rule
- C. Validate Rule
- D. Take Rule

Answer: D

### NEW QUESTION # 13

How is a Night Shift Bandwidth used in a Work Schedule Day Model? Note: There are 2 correct answers to this question.

- A. It can be used if the Time Recording Variant is Clock Times.
- B. It can be used only if the Cross Midnight Allowed is set to Yes.
- C. It can be used if the Time Recording Variant is Duration.
- D. It can be used if Cross Midnight Allowed is set to No.

Answer: A,B

### NEW QUESTION # 14

In the Clock In Clock Out application, what does the Clock In Clock Out Group configuration consist of?

- A. Combination of Employee Groups from Job Info parameters
- B. Combination of Time Event Types
- C. Combination of Time Types
- D. Combination of Permission Group from Role-based Permission

Answer: A,D

### NEW QUESTION # 15

You have monthly accruals of 2 days. An employee is terminated with termination date = February 15, 2022. During termination, accruals are recalculated by applying the following rule:

The screenshot shows the SAP configuration for an accrual rule. The 'If' condition is set to 'Day Of Month()' with a value of 15, and the date is 'Time Account User Employment Details Termination Date'. The 'Then' action is 'Create Time Account Time Account Details', which is populated with the following parameters:

- Posting Date: Accrual Rule Parameters Accrual Start Date
- Amount posted: 0
- External Code: Generate External Code For Time Off
- Posting Type: Accrual
- Posting Unit: Time Account Time Account Type Unit

The 'Else' action is also 'Create Time Account Time Account Details', populated with the following parameters:

- Posting Date: Accrual Rule Parameters Start Date
- Amount posted:  $\frac{\text{Value}()}{\text{Divisor}()}$
- Dividend: 2
- Divisor: Get Number Of Calendar Days()
- Start Date: Accrual Rule Parameters Start Date
- End Date: Accrual Rule Parameters End Date
- Factor: Get Number Of Calendar Days()
- Start Date: Accrual Rule Parameters Accrual Start Date
- End Date: Accrual Rule Parameters Accrual End Date
- External Code: Generate External Code For Time Off
- Posting Type: Accrual
- Posting Unit: Time Account Time Account Type Unit

How much does the employee accrue for February 2022, which has 28 days?

- A. 2 days
- B. 0.5 days
- C. 1 day
- D. 0 days

Answer: A

### NEW QUESTION # 16

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 Difference in Working Time
- D. Overtime Base and Overtime Premium

Answer: D

### NEW QUESTION # 17

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