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SAP C-THR94-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.
Topic 4	• Configuring and Setting up Time Sheet: This section evaluates a System Administrator's skills in configuring and setting up timesheet functionalities, including defining timesheet templates, rules, and workflows to track employee time.
Topic 5	• 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 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q32-Q37):

NEW QUESTION # 32

What Event type should you use when creating Event reasons for a Leave of Absence? Note: There are 2 correct answers to this question.

- A. Unpaid Leave
- B. Return from Disability
- C. Return to Work
- D. Leave of Absence

Answer: C,D

NEW QUESTION # 33

Per your company's policy, flextime accounts must NOT exceed a balance of 40 hours at the end of a month.

Therefore, you decide to set up automated periodic processing for those accounts. What can you do using periodic time account processing?

- A. Automatically cap the time account balance beyond 40 hours.
- B. Automatically create leave requests amounting to the balance beyond 40 hours.
- C. Automatically transfer the time account balance beyond 40 hours to another account.
- D. Automatically raise an error message when recording working time beyond 40 hours.

Answer: A

NEW QUESTION # 34

An employee is hired on January 10, 2022, with yearly accruals as accrual frequency. What is the correct accruable and accrual period combination?

- A. Accrual period = January 1 - December 31, 2022, Accruable period = January 10 - January 31, 2022
- B. Accrual period = January 1 - January 31, 2022, Accruable period = January 1 - January 31, 2022
- C. Accrual period = January 1 - December 31, 2022, Accruable period = January 10 - December 31, 2022
- D. Accrual period = January 1 - January 31, 2022, Accruable period = January 10 - January 31, 2022

Answer: C

NEW QUESTION # 35

What is a flextime bandwidth?

- A. Defines the time frame within which employees can record working time.
- B. Defines the time frame within which employees must be present at work.
- C. Defines the time frame within which employees are planned to work.
- D. Defines the time frame within which employees can record working time spanning midnight.

Answer: A

NEW QUESTION # 36

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 Time Account details during termination. The 'Then' rule is configured as follows:

Field	Value
Posting Date	Accrual Rule Parameters Accruable Start Date
Amount posted	$\frac{\text{Get Number Of Calendar Days}(\text{Start Date: Accrual Rule Parameters Start Date, End Date: Accrual Rule Parameters End Date})}{\text{Get Number Of Calendar Days}(\text{Start Date: Accrual Rule Parameters Accruable Start Date, End Date: Accrual Rule Parameters Accruable End Date})}$
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. 0 days
- B. 1 day
- C. 0.5 days
- D. 2 days

Answer: D

NEW QUESTION # 37

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