

SAP C_THR94_2411 Valid Exam Questions, C_THR94_2411 Sample Questions Answers



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SAP C_THR94_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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.
Topic 3	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.

Topic 4	• Flextime and Clock In • 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 • Clock Out features, ensuring compliance with regional labor laws, and monitoring clock data for accuracy and efficiency, enhancing time tracking capabilities.
Topic 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q81-Q86):

NEW QUESTION # 81

You created an Attendance Time Type. When trying to assign it to a Time Profile, you realize it is NOT listed in the drop down for Available Time Types. What are some possible reasons? Note: There are 3 correct answers to this question.

- A. The Country/Region assigned to Time Type and Time Profile have different codes.
- B. The Country/Region assigned to Time Type and Time Profile have the same code.
- C. The Country/Region is assigned to Time Type, but missing in Time Profile.
- D. The Country/Region is assigned to Time Profile, but missing in Time Type.
- E. The Country/Region assignment is missing in both Time Profile and Time Type.

Answer: A,C,D

NEW QUESTION # 82

Which workflow options are available in a Time Type configuration? Note: There are 2 correct answers to this question.

- A. Workflow Configuration
- B. Admin Workflow Configuration
- C. Manager Workflow Configuration
- D. HR Workflow Configuration

Answer: A,B

NEW QUESTION # 83

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

Answer: C

NEW QUESTION # 84

The customer has a scenario where employees' time sheets are typically auto-approved for the week because employees normally work as scheduled. The only exception is when the employees are recording on-call duty past 7:00 p.m., after their scheduled working time, which requires their supervisor's approval.

What is the appropriate Time Recording Method and Time Recording Variant combination to be used for this configuration? Note: There are 2 correct answers to this question.

- A. Negative with Duration-based time
- B. Positive with Clock time-based time
- C. Positive with Time Recording Calendar defined to weekly and Clock-Time based time
- D. Negative with Clock Time-based time

Answer: A,C

NEW QUESTION # 85

The Dynamic Break configuration below is set up and assigned to an employee.

Dynamic Break Configuration: Dynamic Break (DB1)

External Name * Dynamic Break ? ?

Description Dynamic Break ?

External Code * DB1 ?

Entity UUID * 87927F9F2AD646E38F213F9D1C955767

Method of Generating Breaks * Partial Deduction ?

Gaps in Working Time * Count as Break ?

Working Time (hh:mm)	Accumulated Break in Minutes	External Code	Entity UUID
06:00 ?	30 ?	1 ?	9A317639812741C2B3E76BDA7BAF482D
09:00 ?	45 ?	2 ?	B0B83B7990E641D69E2EEBF8CE8BA704

How is the break provided to this employee?

- A. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 15 minutes of break are provided when the employee completes 9 hours of working time.
- B. 30 minutes of break are provided when the employee completes 6 hours of working time, and another 45 minutes of break are provided when the employee completes 9 hours of working time.
- C. Both the 30 minutes and 15 minutes of break are provided only when the employee completes 9 hours of working time.
- D. Both 30 minutes and 45 minutes of break are provided only when the employee completes 9 hours of working time.

Answer: B

NEW QUESTION # 86

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