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### SAP C\_THR94\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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>

Topic 2	<ul style="list-style-type: none"> <li>Absence Requests in Time Off: This topic educates SAP Consultants on setting up absence types and defining policies within SAP SuccessFactors. It includes configuring workflows for absence request approvals, managing global holiday calendars, and generating insightful reports and analytics on absence data. This knowledge enhances global absence management capabilities.</li> </ul>
Topic 3	<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 4	<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 5	<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 6	<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>

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q78-Q83):**

### **NEW QUESTION # 78**

Under which object can you define whether a Time Type is a favorite Time Type?

- A. Available Allowance type
- B. Available Time Type
- C. Time Profile
- D. Time Type**

**Answer: D**

### **NEW QUESTION # 79**

Which types of models are available to set up a work schedule? Note: There are 3 correct answers to this question.

- A. Duration
- B. Clock Time**
- C. Period
- D. Schedule**
- E. Simple**

**Answer: B,D,E**

### **NEW QUESTION # 80**

A customer wants to calculate a specific payment for employees working between 7:00 pm to 11:59 pm. In the Time Evaluation rule, what is the appropriate Time Valuation Type to be used to achieve this?

- A. Compare Threshold with Input Group and Counted Events
- B. Filter Segments from Input Groups
- C. Compare Threshold with Comparison Group to Route Input
- D. Difference between Threshold and Input**

**Answer: D**

#### **NEW QUESTION # 81**

When generating accruals for the current period, you need to cap the accruals to a maximum of 50 days. Which options can you choose when using the Cap Accrual rule function? Note: There are 2 correct answers to this question.

- A. Cap Accrual(Maximum Accrual = accrual rule variable.amount, Account Balance limit = 50)
- B. Cap Accrual(Maximum Accrual = 3, Account Balance limit = 50)
- C. Cap Accrual(Maximum Accrual = accrual rule variable.amount, Account Balance limit = 400)
- D. Cap Accrual(Maximum Accrual = 50, Account Balance limit = 5)

**Answer: A,B**

#### **NEW QUESTION # 82**

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can use the dashboard in the dev, test, and production tenants.
- C. Customers can grant access to the dashboard to partners.
- D. It can be accessed by using SAP For Me.

**Answer: B,D**

#### **NEW QUESTION # 83**

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