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SAP C-THR94-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Time Off Imports and Integration: This domain evaluates the skills of an Integration Specialist in importing time off data and integrating time off functionalities with other SAP modules or external systems to ensure data consistency and process efficiency.

Topic 2	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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.
Topic 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management Sample Questions (Q43-Q48):

NEW QUESTION # 43

In a scenario where the current day is a public holiday that falls on a working day with 8 planned hours, an employee works 10 hours. What will be the hours in Value 1 and Value 2 of the below rule? Note: No previous and next day rules are considered in this scenario. Time Type Group A in Input Time Type Group of below rule holds the 10 hours entered by the employee. Time Record filter is Public Holiday, which is set to FULL in Holiday Class filter for Current Day field.

Time Valuation: Filter Hours (Sample 1)

SAP

Filter Name * Filter Hours ⓘ ⓘ

Valuation Type * Filter Input Groups ⓘ

Time Records Filter Public Holiday ⓘ ⓘ

Time Segment Filter

No data for Time Segment Filter available or you do not have the necessary permissions.

24D21DF5CF884948BB631EB703EC803F

Time Type Group Below Value 1 (Value 1) ⓘ ⓘ

Time Type Group Above Value 2 (Value 2) ⓘ ⓘ

External Code * Sample 1 ⓘ

Message Flag Don't Raise Message

Comment ⓘ

Input Time Type Group

Time Type Group	Entry UID	Reverse Sign	External Code	More
Time Type Group A (TimeTypeGroupA) ⓘ	SADB005B285D4F6A83DAABF03685FEB0 ⓘ	No ⓘ	1 ⓘ	Details

No other specifics are to be considered.

- A. Value 1 = 2 and Value 2 = 8
- B. Value 1 = 0 and Value 2 = 10
- C. Value 1 = 10 and Value 2 = 0
- D. Value 1 = 8 and Value 2 = 2

Answer: C

NEW QUESTION # 44

You need to determine the accruals to be awarded based on the seniority of an employee. The employee has been with the organization for 5 years and should be awarded an accrual of 12 days. Here is the accrual rule that you will use:

Field	Value
Amount posted	Accrual Rule Variables Amount
External Code	Generate External Code For Time Off
Posting Date	Accrual Rule Parameters Accruable Start Date
Posting Type	Accrual
Posting Unit	Time Account Time Account Type Unit

What are eligible values for the accrual lookup by seniority table? Note: There are 2 correct answers to this question.

- A. Seniority From= 0 Seniority To = 4 Amount (days) = 12 Seniority From= 6 Seniority To = 10 Amount (days) = 30
- B. Seniority From= 0 Seniority To = 6 Amount (days) = 12 Seniority From= 7 Seniority To = 10 Amount (days) = 30
- C. Seniority From= 0 Seniority To = 5 Amount (days) = 30 Seniority From= 5 Seniority To = 10 Amount (days) = 12
- D. Seniority From= 0 Seniority To = 5 Amount (days) = 12 Seniority From= 6 Seniority To = 10 Amount (days) = 30

Answer: B,D

NEW QUESTION # 45

The Dynamic Break configuration below is set up and assigned to an employee. How is the break provided to this employee?

Dynamic Break Configuration: Dynamic Break (DB1)

External Name * Dynamic Break

Description Dynamic Break

External Code * DB1

Entity UUID * 87...01C955767

Method of Generating Breaks * Pa

Gaps in Working Time * Co

SAP

Dynamic Break

Working Time (hh:mm)	Accumulated Break in Minutes	External Code	Entity UUID
06:00	30	1	9A317639812741C2B3E76BDA7BAF482D
09:00	45	2	80B83B7990E641D69E2EEBF8CE8BA704

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

Answer: A

NEW QUESTION # 46

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. The approval status field is automatically set to Approved.
- C. The approval status field is in Pending status.
- D. A workflow is triggered automatically.

Answer: B

NEW QUESTION # 47

You have a total balance of 30 days at the beginning of January 2022. You take 10 days leave in December 2022. If you run the Time Account Snapshot report with March 31, 2022 as the end date, how many days are shown in taken and planned columns?

- A. Taken = 10, Planned = 0
- B. Taken = 10, Planned = 30
- C. Taken = 0, Planned = 30
- D. Taken = 0, Planned = 10

Answer: D

NEW QUESTION # 48

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