

Exam Code: C_THR94_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Time Management



Exam A

QUESTION 1

What can you achieve with Period-End Processing? Note: There are 3 correct answers to this question.

- A. Move the time account balance to the following time account.
- B. Create a new time account.
- C. Close the time account.
- D. Set the time account balance to zero.
- E. Make an accrual posting.

Correct Answer: A, C, D

Section:

QUESTION 2

As a consultant, you want to create a Time Collector with a Monthly frequency. What error do you see in the below configuration?

Time Type Group:

External Name *	Time Collector	?
Valuation Result Category	No Selection	?
Valuation Result Factor	Click or focus to edit	?
Entity UUID *		
Time Category *	Calculated Time	?
Time Pay Type *	Yes	?
UI Component *	Yes	?
Comment		
External Code *	TimeCollector	?
Time Collector Type *	Yes	?
Time Collector Periodicity *	Monthly	?

- A. Time Collectors CANNOT be set up with Time Pay Type as Yes.

- B. Time Collectors CANNOT be set up with Time Category as Calculated Time.
- C. Time Collectors CANNOT be set up with UI Component as Yes.
- D. Time Collectors CANNOT be set up WITHOUT Valuation Result Category.

Correct Answer: A

Section:

QUESTION 3

Where in the Employee Time object definition should you assign the Time Off workflow trigger rule?

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

Correct Answer: B

Section:

QUESTION 4

You have a weekly accrual frequency and you want the accruals to be generated on the last day of the previous week. Which option will you select in the Time Account Type object?

- A. Accrual creation offset[days] = 1
- B. Accrual creation offset[days] = -1
- C. Accrual creation offset[days] = 0
- D. Accrual creation offset[days] = -2

Correct Answer: B

Section:

QUESTION 5

Which tool do you use to import Work Schedules?

- A. Import Employee Data
- B. Import and Export Data
- C. Import Foundation Data
- D. Import/Export Corporate Data Model

Correct Answer: B

Section:

QUESTION 6

The customer has a collective/union agreement that automatically provides employees with a 15 minute break for every 3 hours they work during a non-working day or public holiday. What break configuration is required in this case?

- A. Create a Fixed Break and assign it to the employee's Job Info.
- B. Create a Dynamic Break and assign it to the employee's Workschedule.
- C. Create a Fixed Break in the employee's Workschedule.



D. Create a Dynamic Break and assign it to the employee's Job Info.

Correct Answer: B

Section:

QUESTION 7

Which of the following can lead to automatic absence recalculation?Note: There are 3 correct answers to this question.

- A. Changes to the Work Schedule in Job Information
- B. Changes to the Holiday Calendar in Job Information
- C. Changes in the Work Schedule object
- D. Changes in the Temporary Time Information object
- E. Changes in the Holiday Calendar object

Correct Answer: A, B, D

Section:

QUESTION 8

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

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

Correct Answer: C, D, E

Section:

QUESTION 9

Employees in your company can get their Time Account balances paid out. You replicate the Time Account with its related information. As such, Time Account payouts are replicated to infotype 0416.What do you need to keep in mind?

- A. You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of spot bonuses.
- B. You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of time valuation results.
- C. You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of spot bonuses.
- D. You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of time valuation results.

Correct Answer: A

Section:

QUESTION 10

What is a flextime bandwidth?

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



- C. Recordings of Extra Time Types CANNOT collide with Attendance recordings.
- D. Recordings of Extra Time Types can further specify Allowance recordings.

Correct Answer: A, B

Section:

QUESTION 15

What settings are possible in a Time Recording Profile? Note: There are 3 correct answers to this question.

- A. Time Valuation
- B. Time Valuation Period
- C. Workshedule
- D. Workflow
- E. Time Type

Correct Answer: A, B, C

Section:

QUESTION 16

What can you achieve via an interim update?

- A. Make mass data updates to time sheets.
- B. Make mass data updates to absence requests.
- C. Make mass data updates to time accounts.
- D. Make mass data updates to payout requests.

Correct Answer: C

Section:

QUESTION 17

What are the allowed Message Types in a Time Valuation rule?

- A. Error and Information
- B. Information, and Alert and Warning
- C. Error, Information, and Alert and Warning
- D. Error, and Alert and Warning

Correct Answer: D

Section:

QUESTION 18

If Time Type Derivation is NOT configured for Clock In Clock Out, which Time Type will be used for all External Time Data from Clock In Clock Out?

- A. Time Type defined in Clock In Clock Out Employee Full Synchronization Details object
- B. Clock In Clock Out Time Derivation Configuration object data
- C. Time Type Groups that are classified with Classification Working Time
- D. Default Import Attendance Time Type defined in the Time Profile of the employee



Correct Answer: D

Section:

QUESTION 19

You hire an employee on March 15, 2022. You have selected Account Creation Start Date = Account Valid From (Day or Month) for Time Account Type, Account Valid From(Day)= 1, Account Valid From(Month) = 1. When will the first account start?

- A. 2022-03-15 00:00:00
- B. 2022-01-01 00:00:00
- C. 2022-03-01 00:00:00
- D. 2023-01-01 00:00:00

Correct Answer: C

Section:

QUESTION 20

You import a leave request. In your import file, you set the Approval Status field to Pending.What happens after import?

- A. A workflow is triggered automatically.
- B. The approval status field is automatically set to Approved.
- C. The import of the leave request fails.
- D. The approval status field is in Pending status.

Correct Answer: B

Section:

QUESTION 21

Which object should you upload to create accruals based on recorded times?

- A. Time Collector
- B. Accrual Calculation Base
- C. Accrual Calculation Account Type Base
- D. Time Account Type

Correct Answer: B

Section:

QUESTION 22

Based on an employee's work schedule, the planned working time is from 09:00 AM to 05:00 PM (9 hours). On the timesheet, the employee enters the actual start and end time as 09:00 AM and 06:00 PM. What will be the hours in Value 1 and Value 2 of the below rule?Note:Time Type Group A in the Input Time Type Group is the input hours from 09:00 AM to 06:00 PM.No previous and next rules are considered in this scenario.No other additional scenarios that may alter the working time are considered in this rule (for example a break or a holiday).



Time Valuation: Sample 2 (Sample 2)

External Name * Sample 2 ? ?

Valuation Type * Filter Segments from Input Groups ?

Time Segment Filter

Start Time	End Time	External Code	Entity UUID	(1) More
05:00 PM ?	11:59 PM ?	1 ?	B60419D937E049889AA334A7B5882F26	Details

Entity UUID * CAEFBE645CFE4BC2A39E5FB86119FF61

Time Type Group Below Value 1 (Value 1) [X] ?

Time Type Group Above Value 2 (Value 2) [X] ?

External Code * Sample 2 ?

Message Flag Don't Raise Message

Comment ?

Input Time Type Group

Time Type Group	Entity UUID	Reverse Sign	External Code	(1) More
Time Type Group A (TimeTypeGroupA) [X]	0EF8C35DAF0844CCB17693AD9483787B	No ?	1 ?	Details

- A. Value 1 = 1 and Value 2 = 10
- B. Value 1 = 9 and Value 2 = 1
- C. Value 1 = 10 and Value 2 = 1
- D. Value 1 = 1 and Value 2 = 9



Correct Answer: B
Section:

QUESTION 23

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 * 87927F9F2AD646E38F213F9D1C955767

Method of Generating Breaks * Partial Deduction ?

Gaps in Working Time * Count as Break ?

Dynamic Break

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

- 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. Both the 30 minutes and 15 minutes of break are provided only 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. 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.

Correct Answer: D

Section:

QUESTION 24

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?

- A. Positive with Duration-based time
- B. Positive with Clock time-based time
- C. Negative with Clock Time-based time
- D. Negative with Duration-based time

Correct Answer: D

Section:

QUESTION 25

What Time Management components are available in SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- A. Kronos
- B. Time Off
- C. Time Sheet
- D. Time Tracking

Correct Answer: C, D

Section:

QUESTION 26

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

Correct Answer: A

Section:

QUESTION 27

Which Time Recording Method allows you to import an External Time Data object?

- A. Positive and Negative

- B. Positive, Negative, and Overtime
- C. Only Positive
- D. Only Negative

Correct Answer: B

Section:

QUESTION 28

What filtering options do you have when you use Time Record Filters for Time Valuation Type Filter Input Group?

- A. Filter based on a Day Model Shift Classification
- B. Filter based on a Time Collector
- C. Filter based on a Counted Event
- D. Filter based on a Time Type Group

Correct Answer: D

Section:

QUESTION 29

How do you set up a Time Sheet workflow?

- A. Create a workflow, assign it to the Time Recording Profile, and create a Save Rule in the Employee Time Sheet Entry object to trigger the workflow.
- B. Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet object to trigger the workflow.
- C. Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet Entry object to trigger the workflow.
- D. Create a workflow, assign it to the Time Recording Profile, and create a Save Rule in the Employee Time Sheet object to trigger the workflow.

Correct Answer: D

Section:

QUESTION 30

Which tool do you use to run an interim update?

- A. Manage Time Off Calendars
- B. Review Periodic Time Account Updates
- C. Time Administrator Workbench
- D. Time Account Process Simulator

Correct Answer: A

Section:

QUESTION 31

A customer wants to add a new holiday to the existing list of holidays. How would you add the new holiday?

- A. Create a Holiday Calendar and then assign it to the Holiday object.
- B. Assign a Holiday object to the Holiday Class field.
- C. Create a Holiday object and then assign it to the Holiday Calendar object.
- D. Assign a Holiday Class to the Holiday Calendar object.

Correct Answer: C

Section:

QUESTION 32

What are the prerequisites to define a Flextime Bandwidth in the Work Schedule? Note: There are 2 correct answers to this question.

- A. Define the Scheduled Working Time in the Work Schedule.
- B. Define a Scheduled Break in the Work Schedule.
- C. Enable the Work Schedule for cross-midnight processing.
- D. Set the Time Recording Variant of the Work Schedule to Clock Times.

Correct Answer: A, D

Section:

QUESTION 33

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:

If

Day Of Month() > 15
Date: Time Account.User Employment Details.Termination Date

Then

Create Time Account.Time Account Details

Populate Time Account.Time Account Details with:

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

Else

Create Time Account.Time Account Details

Populate Time Account.Time Account Details with:

Posting Date	Accrual Rule Parameters.Accrual Start Date
Amount posted	Multiply() Value: Divide() Dividend: 2 Divisor: Get Number Of Calendar Days() Start Date: Accrual Rule Parameters.Start Date End Date: Accrual Rule Parameters.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. 1 day
- B. 2 days
- C. 0.5 days
- D. 0 days

Correct Answer: B

Section:

QUESTION 34

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

Correct Answer: A

Section:

QUESTION 35

Which object do you use to configure how accruals are to be awarded?

- A. Time Account
- B. Time Account Type
- C. Time Type
- D. Accrual Calculation Base

Correct Answer: B

Section:

QUESTION 36

Which of the following describe the Single Record Approval feature?Note: There are 2 correct answers to this question.

- A. When the Time Sheet workflow for a period is approved, all pending Single Record Approval workflows for that period are auto approved.
- B. Time Sheet workflow CANNOT be approved unless all Single Record Approval workflows for that timesheet period are completed.
- C. Single Record Approval enables workflow for Temporary Time Information.
- D. Single Record Approval is available only when Time Tracking is enabled.

Correct Answer: B, D

Section:

QUESTION 37

What are the characteristics of a Working Time Account?Note: There are 3 correct answers to this question.

- A. It calculates the difference between the employee's recorded working time and the planned working time.
- B. A Time Off in Lieu account can be used for posting of Working Time Account.



- C. Absences requested in EC Time Off can be deducted from the balances of Working Time Account.
- D. Periodic Time Account Updates can be used to review and cap the Working Time Accounts balance.
- E. The Working Time Account balance is calculated effective of each timesheet period.

Correct Answer: A, B, C

Section:

QUESTION 38

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

Correct Answer: A, D

Section:

QUESTION 39

You have configured Period-End Processing to happen automatically. Your Time Account is valid from January 1 - December 31, 2022, and bookable from January 1, 2022 - March 31, 2023. When is the automatic Period-End Processing calendar executed?

- A. 2023-01-01 00:00:00
- B. 2022-12-31 00:00:00
- C. 2023-04-01 00:00:00
- D. 2023-03-31 00:00:00

Correct Answer: C

Section:

QUESTION 40

Which generic object do you use to import leave requests?

- A. External Time Data
- B. Employee Time Sheet
- C. External Time Record
- D. Employee Time

Correct Answer: D

Section:

QUESTION 41

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

- A. Combination of Permission Group from Role-based Permission
- B. Combination of Time Types



- C. Combination of Time Event Types
- D. Combination of Employee Groups from Job Info parameters

Correct Answer: A, D

Section:

QUESTION 42

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

Correct Answer: A, D

Section:

QUESTION 43

You have a Time Account with validity from January 1, 2022 to December 31, 2022, but want to allow bookings until June 30, 2023. Which option would you select in the Time Account Type settings?

- A. Account Creation Offset(Months) = 18
- B. Account Creation Offset(Months) = 6
- C. Account Booking Offset(Months) = 6
- D. Account Booking Offset(Months) = 18

Correct Answer: C

Section:

QUESTION 44

Which of the following can be defined in a Time Profile? Note: There are 2 correct answers to this question.

- A. Whether employees can request absences via self-service
- B. Whether employees do positive or negative time recording
- C. The Attendance types that are available for an employee
- D. How attendances are valued in Time Valuation

Correct Answer: A, C

Section:

QUESTION 45

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



Correct Answer: A

Section:

QUESTION 46

What are the additional features that are available in an SAP SuccessFactors Time Tracking Time Sheet, but that are NOT available in the Employee Central Time Sheet?Note: There are 2 correct answers to this question.

- A. Enable customers to integrate with clock terminals directly using standard APIs
- B. Absence recording from Time Sheet UI
- C. Enable employees to record working time that ends exactly at midnight
- D. Time Valuation rules that support cross-midnight scenarios

Correct Answer: A, D

Section:

QUESTION 47

You have set up flextime. An employee has a daily planned working time of 8 hours from Monday through Friday; Saturday and Sunday are non-working days. In the first week of November 2021, the employee has recorded the following working times: Monday, November 1, 2021: 8 hours Tuesday, November 2, 2021: 8 hours Wednesday, November 3, 2021: 7 hours Thursday, November 4, 2021: 9 hours Friday, November 5, 2021: 9 hours What time account posting applies?

- A. The Working Time Account is credited with a total balance of +1 hour for the week.
- B. The Time Off in Lieu Account is credited with a total balance of +1 hour for the week.
- C. The Time Off in Lieu Account is debited with a total balance of -1 hour and the Working Time Account is credited with a total balance of +2 hours for the week.
- D. The Working Time Account is debited with a total balance of -1 hour and the Time Off in Lieu Account is credited with a total balance of +2 hours for the week.

Correct Answer: D

Section:

QUESTION 48

Which tasks can an administrator accomplish using the Time Administrator Workbench?Note: There are 3 correct answers to this question.

- A. Approve time sheets.
- B. Review attendance recordings.
- C. Analyze time account postings.
- D. Perform time account payouts.
- E. Create absences for employees.

Correct Answer: C, D, E

Section:

