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C_THR94_2311
SAP Certified Associate - SAP SuccessFactors Time Management 2H/2023

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- **Product Version**

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Question: 1

How is a Night Shift Bandwidth used in a Work Schedule Day Model?Note: There are 2 correct answers to this question.

A. It can be used if the Time Recording Variant is Duration.
B. It can be used if the Time Recording Variant is Clock Times.
C. It can be used only if the Cross Midnight Allowed is set to Yes.
D. It can be used if Cross Midnight Allowed is set to No.

Answer: B C

Question: 2

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:

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 = 6 Amount (days) = 12 Seniority From = 7 Seniority To = 10 Amount (days) = 30

B. Seniority From = 0 Seniority To = 5 Amount (days) = 12 Seniority From = 6 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 = 4 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30

Answer: A B

Question: 3

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.

Answer: B

Question: 4

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

Answer: D

Question: 5

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

Answer: C D

Question: 6

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

Answer: A

Question: 7

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

Answer: B

Question: 8

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

Answer: D

Question: 9

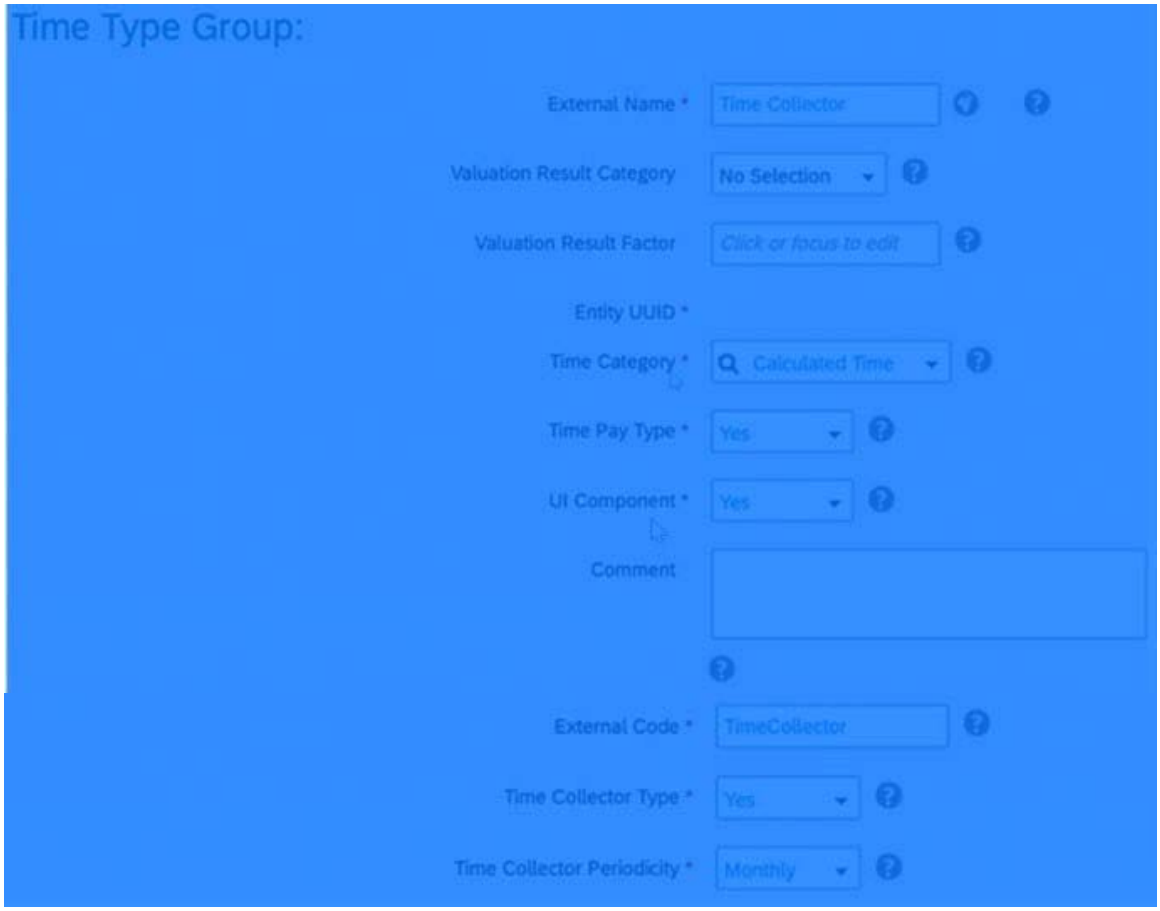
How do you set up a Time Sheet workflow?

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.

Answer: D

Question: 10

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



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.

Answer: A

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