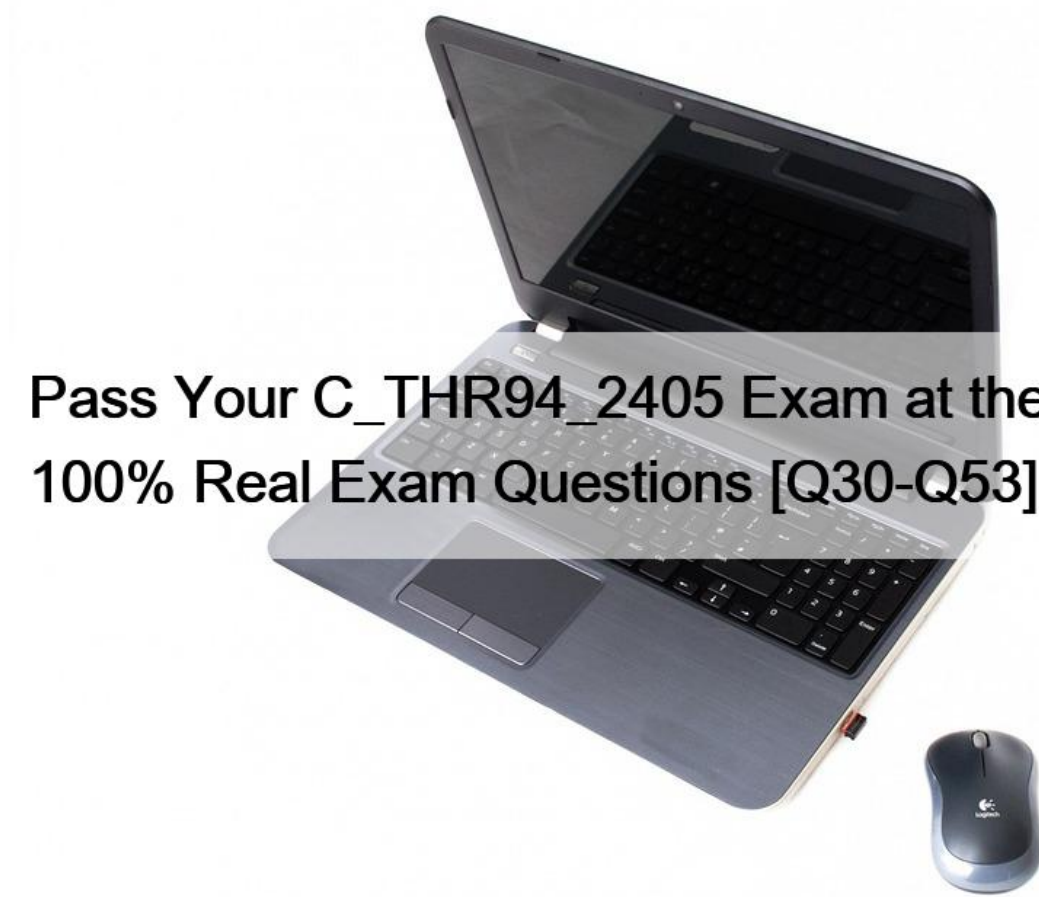


Pass Your C_THR94_2405 Exam at the First Try with 100% Real Exam Questions [Q30-Q53]



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QUESTION 30

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.

- * Seniority From = 0 Seniority To = 6 Amount (days) = 12 Seniority From = 7 Seniority To = 10 Amount (days) = 30
- * Seniority From = 0 Seniority To = 5 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30
- * Seniority From = 0 Seniority To = 5 Amount (days) = 30 Seniority From = 5 Seniority To = 10 Amount (days) = 12
- * Seniority From = 0 Seniority To = 4 Amount (days) = 12 Seniority From = 6 Seniority To = 10 Amount (days) = 30

QUESTION 31

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?

- * 2023-01-01 00:00:00
- * 2022-12-31 00:00:00
- * 2023-04-01 00:00:00
- * 2023-03-31 00:00:00

QUESTION 32

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

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

QUESTION 33

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.

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

- * Cap Accrual(Maximum Accrual = accrual rule variable.amount, Account Balance limit = 50)

QUESTION 34

You need to send an alert to the HR admin if an employee is sick for more than 15 days.How would you define the reminder alert?

- * As a post save rule in the Time Type object definition
- * As a save rule in the Employee Time object definition
- * As a save rule in the Time Type object definition
- * As a post save rule in the Employee Time object definition

QUESTION 35

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

- * Changes to the Work Schedule in Job Information
- * Changes to the Holiday Calendar in Job Information
- * Changes in the Work Schedule object
- * Changes in the Temporary Time Information object
- * Changes in the Holiday Calendar object

QUESTION 36

Which object determines the list of absence types an employee can request?

- * Time Type
- * Time Profile
- * Time Recording Profile
- * Work Schedule

QUESTION 37

Which threshold options are allowed for Time Valuation Type Aggregate Input Group and Split?Note: There are 2 correct answers to this question.

- * Time Type Group
- * Fixed Value
- * Time Record Filter
- * Time Segment

QUESTION 38

What operations are supported when an employee accesses a Time Event via the Time Sheet UI?

- * View, Correct, and Delete
- * View, Create, and Delete
- * View, Create, Correct, and Delete
- * View, Create, and Correct

QUESTION 39

In the Clock In Clock Out application, which of the following sequences of Time Event Types result in a pairing of Time Events?Note: There are 2 correct answers to this question.

- * STOP following a START
- * STOP following a STOP

- * START following a STOP
- * START following a START

QUESTION 40

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

- * Filter based on a Day Model Shift Classification
- * Filter based on a Time Collector
- * Filter based on a Counted Event
- * Filter based on a Time Type Group

QUESTION 41

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?

- * Accrual creation offset[days] = 1
- * Accrual creation offset[days] = -1
- * Accrual creation offset[days] = 0
- * Accrual creation offset[days] = -2

QUESTION 42

What is a flextime bandwidth?

- * Defines the time frame within which employees must be present at work.
- * Defines the time frame within which employees are planned to work.
- * Defines the time frame within which employees can record working time.
- * Defines the time frame within which employees can record working time spanning midnight.

QUESTION 43

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 *

Entity UID *

Time Category *

Time Pay Type *

UI Component *

Comment



- * Time Collectors CANNOT be set up with Time Pay Type as Yes.
- * Time Collectors CANNOT be set up with Time Category as Calculated Time.
- * Time Collectors CANNOT be set up with UI Component as Yes.
- * Time Collectors CANNOT be set up WITHOUT Valuation Result Category.

QUESTION 44

Which tool do you use to import Work Schedules?

- * Import Employee Data
- * Import and Export Data
- * Import Foundation Data
- * Import/Export Corporate Data Model

QUESTION 45

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.

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

QUESTION 46

An employee is hired on January 10, 2022, with yearly accruals as accrual frequency. What is the correct accruable and accrual period combination?

- * Accrual period = January 1 – December 31, 2022, Accruable period = January 10 – December 31, 2022
- * Accrual period = January 1 – December 31, 2022, Accruable period = January 10 – January 31, 2022
- * Accrual period = January 1 – January 31, 2022, Accruable period = January 10 – January 31, 2022
- * Accrual period = January 1 – January 31, 2022, Accruable period = January 1 – January 31, 2022

QUESTION 47

For a Time Tracking-enabled customer, what Time Record Filter capability is available for a Cross- Midnight scenario?

- * Holiday Class Filter for only Current Day and Previous Day
- * Holiday Class Filter for only Current Day
- * Holiday Class Filter for only Current Day and Next Day
- * Holiday Class Filter for Current Day, Previous Day, and Next Day

QUESTION 48

A customer has two groups of employees in two different countries. Group 1 (USA) has a work week definition from Sunday to

Saturday and group 2 (Germany) has work week definition from Monday to Sunday. What is the correct configuration in Payroll Time Sheet with respect to Time Recording Profile and Time Valuation Period?

- * Create two Time Valuation Periods and assign them to one Time Profile.
- * Create two Time Recording Profiles with two different Time Valuation Periods.
- * Create two Time Valuation Periods and assign them to one Time Recording Profile.
- * Create two Time Profiles with two different Time Valuation Periods.

QUESTION 49

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?

- * Difference between Threshold and Input
- * Compare Threshold with Input Group and Counted Events
- * Compare Threshold with Comparison Group to Route Input
- * Filter Segments from Input Groups

QUESTION 50

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

- * Approve time sheets.
- * Review attendance recordings.
- * Analyze time account postings.
- * Perform time account payouts.
- * Create absences for employees.

QUESTION 51

What Time Categories are allowed when configuring a Time Type Group?

- * Working Time, Paid Holidays, Calculated Time
- * Allowances, Paid Holidays, Recorded Overtime
- * Working Time, Time Collector, Calculated Time
- * Allowances, On-Call Time, Recorded Overtime

QUESTION 52

In which systems are prepackaged integrations available for SAP SuccessFactors Time Management? Note: There are 2 correct answers to this question.

- * SAP ERP HCM Payroll
- * Third-party payroll solutions
- * Kronos
- * SAP SuccessFactors Employee Central Payroll

QUESTION 53

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

- * Time Collector
- * Accrual Calculation Base
- * Accrual Calculation Account Type Base
- * Time Account Type

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