[Apr-2023 The Best SAP Certified Application Associate Study Guide for the C_THR94_2205 Exam [Q38-Q61
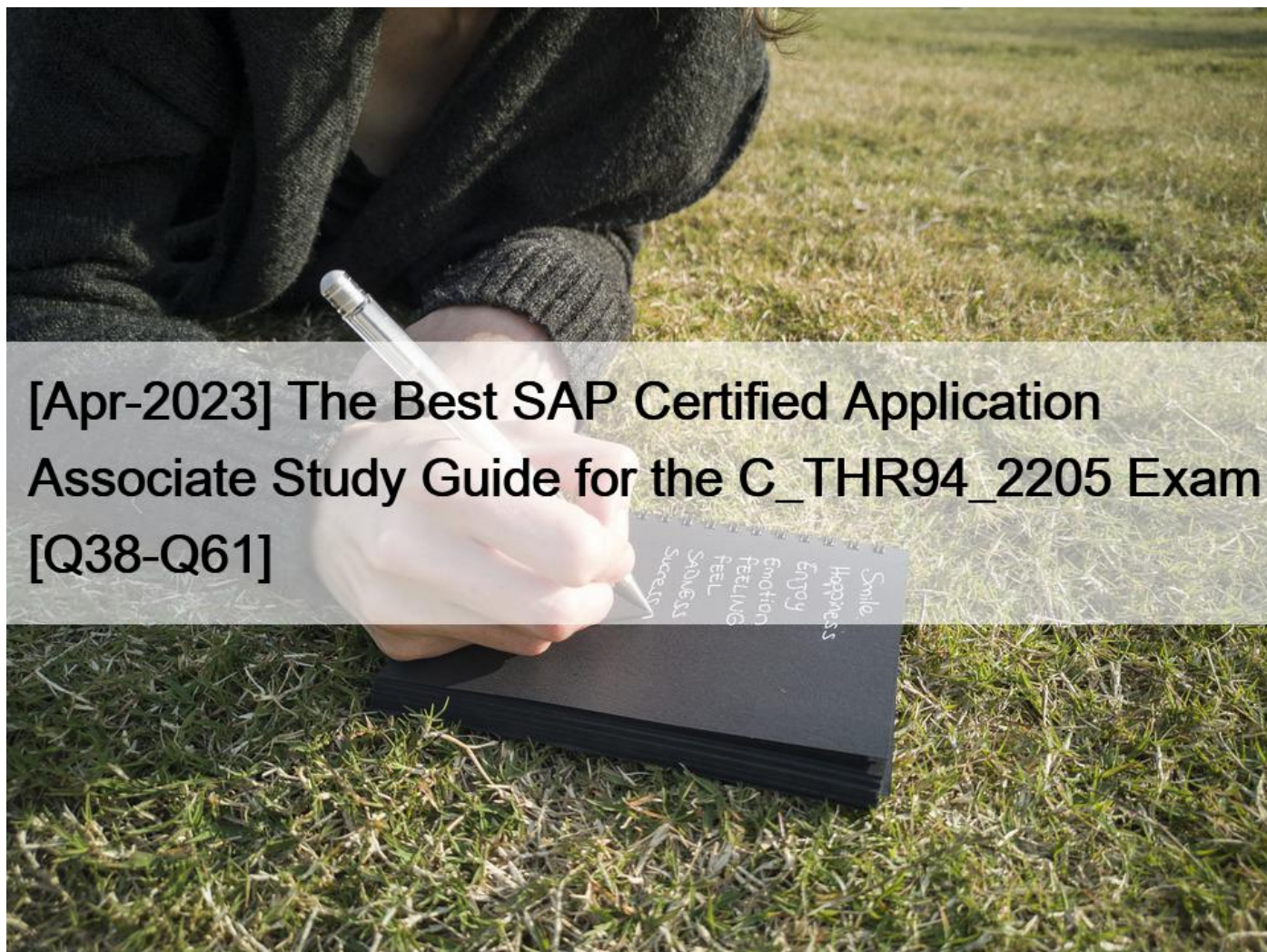

[Apr-2023] The Best SAP Certified Application Associate Study Guide for the C_THR94_2205 Exam

C_THR94_2205 certification guide Q&A from Training Expert Dumpleader

SAP C-THR94-2205 (Certified Application Associate - SAP SuccessFactors Time Management 1H/2022) Certification Exam is a globally recognized certification exam that validates the candidate's knowledge and skills in managing time in the SAP SuccessFactors system. The exam is designed for professionals who are responsible for configuring and maintaining time management processes in SAP SuccessFactors. The certification exam measures the candidate's understanding of the core concepts of time management, including time recording, attendance and absence management, and time evaluation.

Q38. Where in the Employee Time object definition should you assign the Time Off workflow trigger rule?

* Validate Rule

* Save Rule

* Post Save Rule
* Initialize Rule

Q39. 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?
* Positive with Duration-based time
* Positive with Clock time-based time
* Negative with Clock Time-based time
* Negative with Duration-based time

Q40. 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.

Q41. What background jobs are required to generate planned working time, auto approval, and the sending of results to payroll for negative time recorders?Note: There are 2 correct answers to this question.
* Submit Time Sheet Job
* Time Sheet Generate Working Time Job
* Synchronize Planned Working Times Job
* Time Sheet Import External Times Job

Q42. 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.

Q43. What are the characteristics of a Working Time Account?Note: There are 3 correct answers to this question.
* It calculates the difference between the employee’s recorded working time and the planned working time.
* A Time Off in Lieu account can be used for posting of Working Time Account.
* Absences requested in EC Time Off can be deducted from the balances of Working Time Account.
* Periodic Time Account Updates can be used to review and cap the Working Time Accounts balance.
* The Working Time Account balance is calculated effective of each timesheet period.

Q44. How do you set up a Time Sheet workflow?
* 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.
* Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet object to trigger the workflow.
* 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.
* 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.

Q45. What is the purpose of the check tool?Note: There are 2 correct answers to this question.
* To send data to reporting
* To correct inconsistent data
* To display incorrect configuration
* To fix all data issues in the system

Q46. 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?
* The Working Time Account is credited with a total balance of +1 hour for the week.
* The Time Off in Lieu Account is credited with a total balance of +1 hour for the week.
* 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.
* 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.

Q47. How is a Night Shift Bandwidth used in a Work Schedule Day Model?Note: There are 2 correct answers to this question.
* It can be used if the Time Recording Variant is Duration.
* It can be used if the Time Recording Variant is Clock Times.
* It can be used only if the Cross Midnight Allowed is set to Yes.
* It can be used if Cross Midnight Allowed is set to No.

Q48. 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?
* You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of spot bonuses.
* You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of time valuation results.
* You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of spot bonuses.
* You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of time valuation results.

Q49. 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

Q50. Which posting type should you use to import time account balances?
* Accrual
* Entitlement
* Recalculation
* Manual adjustment

Q51. 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

Q52. You want to implement Time Off. You need to maintain the Time Off fields for employees in the Job Information section.Which combination of fields is mandatory?
* Time Recording Profile, Work Schedule, Holiday Calendar
* Time Type Profile, Work Schedule, Holiday Calendar
* Overtime Compensation Variant, Work Schedule, Holiday Calendar
* Time Recording Admissibility, Work Schedule, Holiday Calendar

Q53. You have created a Leave of Absence using the Time Off UI. The start date of the leave is June 1, 2022, and the expected return date is June 30, 2022.Which events are created in the Job Information?
* Only Leave of Absence
* Leave of Absence and Return to Work
* Only Return to Work
* Leave of Absence and Data Change

Q54. Which of the following describe the Single Record Approval feature?Note: There are 2 correct answers to this question.
* When the Time Sheet workflow for a period is approved, all pending Single Record Approval workflows for that period are auto approved.
* Time Sheet workflow CANNOT be approved unless all Single Record Approval workflows for that timesheet period are completed.
* Single Record Approval enables workflow for Temporary Time Information.
* Single Record Approval is available only when Time Tracking is enabled.

Q55. 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.

No other specifics are to be considered.
* Value 1 = 0 and Value 2 = 10
* Value 1 = 8 and Value 2 = 2
* Value 1 = 10 and Value 2 = 0
* Value 1 = 2 and Value 2 = 8

Q56. You want to import a leave request for a quarter-day absence on March 23, 2022.What is the correct entry for the Fraction Quantity, Start Date, and End Date?
* Fraction Quantity = 0.25, Start Date = March 23, 2022, End Date = March 23, 2022
* Fraction Quantity = 0.75, Start Date = March 23, 2022, End Date = March, 23 2022
* Fraction Quantity = 0.25, Start Date = March 23, 2022, End Date = March 24, 2022
* Fraction Quantity = 0.75, Start Date = March 23, 2022, End Date = March 24, 2022

Q57. 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

Q58. Which object do you use to configure how accruals are to be awarded?
* Time Account
* Time Account Type
* Time Type
* Accrual Calculation Base

Q59. What Event type should you use when creating Event reasons for a Leave of Absence?Note: There are 2 correct answers to this question.
* Leave of Absence
* Return from Disability
* Unpaid Leave
* Return to Work

Q60. A customer wants to add a new holiday to the existing list of holidays.How would you add the new holiday?
* Create a Holiday Calendar and then assign it to the Holiday object.
* Assign a Holiday object to the Holiday Class field.
* Create a Holiday object and then assign it to the Holiday Calendar object.
* Assign a Holiday Class to the Holiday Calendar object.

Q61. Which workflow options are available in a Time Type configuration?Note: There are 2 correct answers to this question.
* Admin Workflow Configuration
* Workflow Configuration
* Manager Workflow Configuration
* HR Workflow Configuration

SAP SuccessFactors Time Management is a module within the larger SAP SuccessFactors suite of human capital management (HCM) solutions. The module offers a range of features for managing employee time and attendance, including time recording, time evaluation, and absence management. SAP SuccessFactors Time Management is designed to help organizations improve productivity and reduce compliance risks by providing accurate and timely data on employee attendance and time off.

The SAP C_THR94_2205 Certification Exam comprises of 80 multiple-choice questions that are to be completed within a time limit of 180 minutes. The exam is conducted in English, and candidates can take the exam at any SAP authorized testing center. The exam syllabus covers various topics such as time types, time accounts, time off, time valuation, and time data integration with other SAP SuccessFactors modules. The exam also tests the candidate's understanding of employee self-service and manager self-service in time management.

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