



# SAP

*C\_THR94\_2311*

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

## Questions & Answers PDF

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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**

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### 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**

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### 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?

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.

**Answer: A**



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