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**SAP Certified Associate - Implementation Consultant - SAP
SuccessFactors Time Management**

Questions&AnswersPDF

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Subjects

1. Accrual Rules in Time Off
2. Flextime and Clock In Clock Out in SAP SuccessFactors Time Tracking
3. Time Valuation and Compensation
4. Time Off Imports and Integration
5. Configuring and Setting up Time Sheet
6. SAP SuccessFactors Employee Central Time Off and Basics of Time Sheet
7. Absence Requests in Time Off
8. Leave of Absence (LOA) and Time Off Reporting
9. Managing Clean Core

Topic: 1

Accrual Rules in Time Off

Question: 1

What can you achieve using the following accrual rule?

The screenshot shows the SAP SuccessFactors Time Off Accrual Rule configuration interface. At the top, a blue banner states: "This rule is always true. To add an expression please uncheck the Always True checkbox." Below this, the "Then" section is expanded, showing the "Create Time Account" rule. The "Populate Time Account Details" section is configured with the following values:

Field	Value
Posting Date	Accrual Rule Parameters Accrualable Start Date
Amount posted	Multiply() Value: Divide() Dividend: 30 Divisor: 12
Factor	Get Number Of Months From Start Date Until End Date() Start Date: Time Account User Employment Details Hire Date End Date: Accrual Rule Parameters Accrualable End Date
External Code	Generate External Code For Time Off()
Posting Type	Accrual
Posting Unit	Time Account Time Account Type Unit

- A. You pro-rate the accrual of 30 days per year for the termination accrual period.
- B. You pro-rate the accrual of 30 days per year for the hire accrual period.
- C. You pro-rate the accrual of 30 days per year for a part-time employee.
- D. You pro-rate the accrual of 30 days per year based on seniority.

Answer: C

Accrual Rules in Time Off

Question: 2

Which tool do you use to run an interim update?

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

Answer: D

Accrual Rules in Time Off

Question: 3

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= 5 Amount (days) = 30
 - Seniority From = 5 Seniority To= 10 Amount (days) = 12
- B.
 - Seniority From = 0 Seniority To = 4 Amount (days) = 12
 - Seniority From = 6 Seniority To= 10 Amount (days) = 30
- C.
 - Seniority From = 0 Seniority To = 6 Amount (days) = 12
 - Seniority From = 7 Seniority To = 10 Amount (days) = 30
- D.
 - Seniority From = 0 Seniority To = 5 Amount (days) = 12
 - Seniority From = 6 Seniority To = 10 Amount (days) = 30

Answer: C, D

Accrual Rules in Time Off

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

Answer: D

Accrual Rules in Time Off

Question: 5

You have configured period-End Processing to happen automatically. Your Time Account is valid from January 1 - December 31, 2024, and bookable from January 1, 2024 - March 31, 2025. When is the automatic Period-End Processing calendar executed?

- A. December 31, 2024
- B. March 31, 2025
- C. April 1, 2025
- D. January 1, 2025

Answer: C

Accrual Rules in Time Off

Question: 6

What can you achieve via an interim update?

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

Answer: D

Accrual Rules in Time Off

Question: 7

You have a Time Account with validity from January 1, 2024 to December 31, 2024, but want to allow bookings until June 30, 2025. Which option would you select in the Time Account Type settings?

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

Answer: D

Accrual Rules in Time Off

Question: 8

You hire an employee on March 15, 2024. 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. March 1, 2024
- B. January 1, 2025
- C. January 1, 2024
- D. March 15, 2024

Answer: C

Time Valuation and Compensation

Question: 9

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	860419D937E049889AA334A785882F26	Details

Entity UUID * CAEFBE645CFE4BC2A39E5FB86119FF61

Time Type Group Below Value 1 (Value 1) 10

Time Type Group Above Value 2 (Value 2) 9

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)	DEF8C35DAF0844CCB17693AD9483787B	No	1	Details

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

Answer: D

Accrual Rules in Time Off

Question: 10

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.Accrualable Start Date
Amount posted	Multiply() Value: 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. 0 days
- B. 1 day
- C. 2 days
- D. 0.5 days

Answer: C



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