

SAP.C_THR94_2305.v2023-11-27.q29

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NEW QUESTION: 1

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:

The screenshot shows a configuration rule in SAP. The 'If' condition is 'Day Of Month() > 15' with the date field set to 'Time Account.User.Employment Details.Termination Date'. The 'Then' action is 'Create Time Account.Time Account Details'. The 'Populate Time Account.Time Account Details with:' section includes: 'Posting Date' (Accrual Rule Parameters.Accrualable Start Date), 'Amount posted' (0), 'External Code' (Generate External Code For Time Off), 'Posting Type' (Accrual), and 'Posting Unit' (Time Account.Time Account Type Unit). A large 'SAP' logo is visible in the bottom left, and a watermark 'exam-tests.com' is overlaid diagonally.



How much does the employee accrue for February 2022, which has 28 days?

- A. 1 day
- B. 0.5 days
- C. 0 days
- D. 2 days

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

You have a total balance of 30 days at the beginning of January 2022. You take 10 days leave in December

2022.If you run the Time Account Snapshot report with March 31, 2022 as the end date, how many days are shown in taken and planned columns?

- A. Taken = 0, Planned = 10
- B. Taken = 10, Planned = 30
- C. Taken = 0, Planned = 30
- D. Taken = 10, Planned = 0

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

You have a Time Account with validity from January 1, 2022 to December 31, 2022, but want to allow bookings until June 30, 2023.Which option would you select in the Time Account Type settings?

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

Under which object can you define whether a Time Type is a favorite Time Type?

- A. Available Allowance type

- B. Time Profile
- C. Available Time Type
- D. Time Type

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

Which threshold options are allowed for Time Valuation Type Aggregate Input Group and Split?

Note: There are 2 correct answers to this question.

- A. Time Type Group
- B. Time Segment
- C. Fixed Value
- D. Time Record Filter

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 6

Which generic object do you use to import leave requests?

- A. External Time Record
- B. Employee Time Sheet
- C. External Time Data
- D. Employee Time

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

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. Negative with Clock Time-based time
- B. Positive with Clock time-based time
- C. Negative with Duration-based time
- D. Positive with Duration-based time

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 8

What is the purpose of the IF condition in the following take rule?



- A. To prevent more than 4 sick leave requests from being created on the first day of the month
- B. To prevent more than 4 sick leave days from being created on the first day of the month
- C. To prevent more than 4 sick leave requests from being created in a month
- D. To prevent more than 4 sick leave days from being created in a month

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

A customer requires their employee to change only the un-approved timesheets in the past 4 weeks. What configuration is required to do this?

- A. Create Time Recording Admissibility and assign it in Time Recording Profile with the following settings: Set Past Weeks to 4.Set Amendment Allowed to No.
- B. Create Time Recording Admissibility and assign it in Job Information with the following settings: Set Past Weeks to 4.Set Amendment Allowed to Yes.
- C. Create Time Recording Admissibility and assign it in Job Information with the following settings: Set Past Weeks to 4.Set Amendment Allowed to No.
- D. Create Time Recording Admissibility and assign it in Time Recording Profile with the following settings: Set Past Weeks to 4.Set Amendment Allowed to Yes.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 10

Which workflow options are available in a Time Type configuration?Note: There are 2 correct answers to this question.

- A. Manager Workflow Configuration
- B. Workflow Configuration
- C. HR Workflow Configuration

D. Admin Workflow Configuration

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 11

If Time Type Derivation is NOT configured for Clock In Clock Out, which Time Type will be used for all External Time Data from Clock In Clock Out?

- A. Time Type Groups that are classified with Classification Working Time
- B. Default Import Attendance Time Type defined in the Time Profile of the employee
- C. Time Type defined in Clock In Clock Out Employee Full Synchronization Details object
- D. Clock In Clock Out Time Derivation Configuration object data

Answer: B (LEAVE A REPLY)

NEW QUESTION: 12

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).



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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

In which systems are prepackaged integrations available for SAP SuccessFactors Time Management? Note:

There are 2 correct answers to this question.

- A. SAP ERP HCM Payroll
- B. Third-party payroll solutions
- C. SAP SuccessFactors Employee Central Payroll
- D. Kronos

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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?

- A. Create two Time Valuation Periods and assign them to one Time Profile.
- B. Create two Time Recording Profiles with two different Time Valuation Periods.
- C. Create two Time Valuation Periods and assign them to one Time Recording Profile.
- D. Create two Time Profiles with two different Time Valuation Periods.

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 16

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?

- A. Time Recording Admissibility, Work Schedule, Holiday Calendar
- B. Overtime Compensation Variant, Work Schedule, Holiday Calendar
- C. Time Type Profile, Work Schedule, Holiday Calendar
- D. Time Recording Profile, Work Schedule, Holiday Calendar

Answer: C ([LEAVE A REPLY](#))

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NEW QUESTION: 17

You import a leave request. In your import file, you set the Approval Status field to Pending. What happens after import?

- A. The approval status field is automatically set to Approved.
- B. The approval status field is in Pending status.
- C. A workflow is triggered automatically.
- D. The import of the leave request fails.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

What are the allowed Message Types in a Time Valuation rule?

- A. Error, Information, and Alert and Warning
- B. Error and Information
- C. Error, and Alert and Warning
- D. Information, and Alert and Warning

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

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

- A. Accrual period = January 1 - January 31, 2022, Accruable period = January 1 - January 31, 2022
- B. Accrual period = January 1 - December 31, 2022, Accruable period = January 10 - December 31, 2022
- C. Accrual period = January 1 - January 31, 2022, Accruable period = January 10 - January 31, 2022
- D. Accrual period = January 1 - December 31, 2022, Accruable period = January 10 - January 31, 2022

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 20

What are some characteristics of Leave of Absence? Note: There are 3 correct answers to this question.

- A. Leave of Absence can be requested as a half day.
- B. Leave of Absence can deduct balances from Time Accounts.
- C. Leave of Absence can be displayed based on calendar days.
- D. Leave of Absence can alter the employee's status in Job Information.
- E. Leave of Absence can be displayed based on work schedule days.

Answer: C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 21

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?

- A. As a save rule in the Time Type object definition
- B. As a post save rule in the Employee Time object definition
- C. As a post save rule in the Time Type object definition
- D. As a save rule in the Employee Time object definition

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 22

Replication of SAP SuccessFactors Time Management data is possible for which of the following infotypes in SAP SuccessFactors Employee Central Payroll? Note: There are 2 correct answers to this question.

- A. Infotype 2002
- B. Infotype 2005
- C. Infotype 2003
- D. Infotype 2010

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

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.

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

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 24

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 only if the Cross Midnight Allowed is set to Yes.
- B. It can be used if the Time Recording Variant is Clock Times.

- C. It can be used if the Time Recording Variant is Duration.
- D. It can be used if Cross Midnight Allowed is set to No.

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 25

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

- A. Analyze time account postings.
- B. Approve time sheets.
- C. Perform time account payouts.
- D. Create absences for employees.
- E. Review attendance recordings.

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 26

What can you achieve with Period-End Processing?Note: There are 3 correct answers to this question.

- A. Close the time account.
- B. Move the time account balance to the following time account.
- C. Make an accrual posting.
- D. Create a new time account.
- E. Set the time account balance to zero.

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 27

What type of rule is recommended to perform validation checks on leave requests?

- A. Post Save Rule
- B. Save Rule
- C. Validate Rule
- D. Take Rule

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 28

What are the prerequisites to define a Flextime Bandwidth in the Work Schedule?Note: There are 2 correct answers to this question.

- A. Set the Time Recording Variant of the Work Schedule to Clock Times.
- B. Enable the Work Schedule for cross-midnight processing.
- C. Define a Scheduled Break in the Work Schedule.
- D. Define the Scheduled Working Time in the Work Schedule.

Answer: A,D ([LEAVE A REPLY](#))

NEW QUESTION: 29

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 Recording 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 object to trigger the workflow.
- D.** 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.

Answer: ([SHOW ANSWER](#))

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