

SAP.C-THR94-2405.v2024-12-25.q29

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NEW QUESTION: 1

Which tool do you use to import Work Schedules?

- A. Import Foundation Data
- B. Import/Export Corporate Data Model
- C. Import and Export Data
- D. Import Employee Data

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

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

- A. Time Profile
- B. Time Recording Profile
- C. Time Type
- D. Work Schedule

Answer: A (LEAVE A REPLY)

NEW QUESTION: 3

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

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

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 4

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

- A. Filter based on a Time Collector
- B. Filter based on a Day Model Shift Classification
- C. Filter based on a Time Type Group
- D. Filter based on a Counted Event

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

NEW QUESTION: 5

Which of the following objects can you use to define the type of Time Management data that is replicated to SAP SuccessFactors Employee Central Payroll?

- A. Replication Target System
- B. Data Replication Monitor Configuration
- C. Data Replication Configuration
- D. Data Replication Proxy

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

NEW QUESTION: 6

How is time data derived in the following Time Category types of Time Type Group?Note: There are 2 correct answers to this question.

- A. Paid Absences: Time data is derived from absences entered in Time Off, irrespective of absences set in Time Type Group.
- B. Paid Absences: Time data is derived from absences entered in Time Off, only for those absences assigned to the Time Type Group.
- C. Calculated Time: Time data is derived from the work schedule of an employee.
- D. Calculated Time: Time data is derived from the output of a time valuation.

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

NEW QUESTION: 7

What is the purpose of the check tool?Note: There are 2 correct answers to this question.

- A. To fix all data issues in the system
- B. To correct inconsistent data
- C. To send data to reporting
- D. To display incorrect configuration

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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 Job Information with the following settings: Set Past Weeks to 4.Set Amendment Allowed to Yes.

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

C. 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.

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 No.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 9

Per your company's policy, flextime accounts must NOT exceed a balance of 40 hours at the end of a month. Therefore, you decide to set up automated periodic processing for those accounts.What can you do using periodic time account processing?

A. Automatically create leave requests amounting to the balance beyond 40 hours.

B. Automatically cap the time account balance beyond 40 hours.

C. Automatically raise an error message when recording working time beyond 40 hours.

D. Automatically transfer the time account balance beyond 40 hours to another account.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 10

You want to migrate Time Account balances via import. The following is an extract from your import file:

What is wrong with the file?

A. You should NOT use Manual Adjustment as Posting Type in the import of Time Account balances.

B. You should NOT import multiple postings to the same Time Account.

C. You should NOT use Employee Time as Posting Type in the import of Time Account balances.

D. You should NOT import multiple postings on the same Posting Date.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 11

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 Profile, Work Schedule, Holiday Calendar

B. Overtime Compensation Variant, Work Schedule, Holiday Calendar

C. Time Type Profile, Work Schedule, Holiday Calendar

D. Time Recording Admissibility, Work Schedule, Holiday Calendar

Answer: C (LEAVE A REPLY)

NEW QUESTION: 12

What Event type should you use when creating Event reasons for a Leave of Absence?

Note: There are 2 correct answers to this question.

- A. Unpaid Leave
- B. Return to Work
- C. Leave of Absence
- D. Return from Disability

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

NEW QUESTION: 13

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

What are the characteristics of a Working Time Account? Note: There are 3 correct answers to this question.

- A. It calculates the difference between the employee's recorded working time and the planned working time.
- B. The Working Time Account balance is calculated effective of each timesheet period.
- C. A Time Off in Lieu account can be used for posting of Working Time Account.
- D. Periodic Time Account Updates can be used to review and cap the Working Time Accounts balance.
- E. Absences requested in EC Time Off can be deducted from the balances of Working Time Account.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 16

What is a flextime bandwidth?

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

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 17

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: 18

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 Duration-based time
- B. Positive with Duration-based time
- C. Positive with Clock time-based time

D. Negative with Clock Time-based time

Answer: A (LEAVE A REPLY)

NEW QUESTION: 19

How do you set up a Time Sheet workflow?

A. Create a workflow, assign it to the Time Profile, and create a Save Rule in the Employee Time Sheet 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 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 Entry object to trigger the workflow.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 20

The customer has a collective/union agreement that automatically provides employees with a 15 minute break for every 3 hours they work during a non-working day or public holiday. What break configuration is required in this case?

A. Create a Fixed Break and assign it to the employee's Job Info.

B. Create a Fixed Break in the employee's Workschedule.

C. Create a Dynamic Break and assign it to the employee's Job Info.

D. Create a Dynamic Break and assign it to the employee's Workschedule.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 21

What are the eligible classifications in a Time Type configuration that allow a Time Type to be used in a Time Sheet? Note: There are 3 correct answers to this question.

A. Planned Working Time

B. Overtime

C. On Call

D. Extra

E. Attendance

Answer: C,D,E (LEAVE A REPLY)

NEW QUESTION: 22

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

A. View, Correct, and Delete

B. View, Create, and Correct

C. View, Create, Correct, and Delete

D. View, Create, and Delete

Answer: D (LEAVE A REPLY)

NEW QUESTION: 23

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 24

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

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 25

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. Kronos
- C. Third-party payroll solutions
- D. SAP SuccessFactors Employee Central Payroll

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 26

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?

- A. You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of spot bonuses.
- B. You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of spot bonuses.

C. You need to avoid double payment because payouts are also replicated to infotype 2010 in the form of time valuation results.

D. You need to avoid double payment because payouts are also replicated to infotype 0015 in the form of time valuation results.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 27

Which tool do you use to run an interim update?

A. Time Account Process Simulator

B. Manage Time Off Calendars

C. Time Administrator Workbench

D. Review Periodic Time Account Updates

Answer: B (LEAVE A REPLY)

NEW QUESTION: 28

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.

A. Enable customers to integrate with clock terminals directly using standard APIs

B. Time Valuation rules that support cross-midnight scenarios

C. Absence recording from Time Sheet UI

D. Enable employees to record working time that ends exactly at midnight

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 29

Which generic object do you use to import leave requests?

A. External Time Record

B. External Time Data

C. Employee Time

D. Employee Time Sheet

Answer: C (LEAVE A REPLY)

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