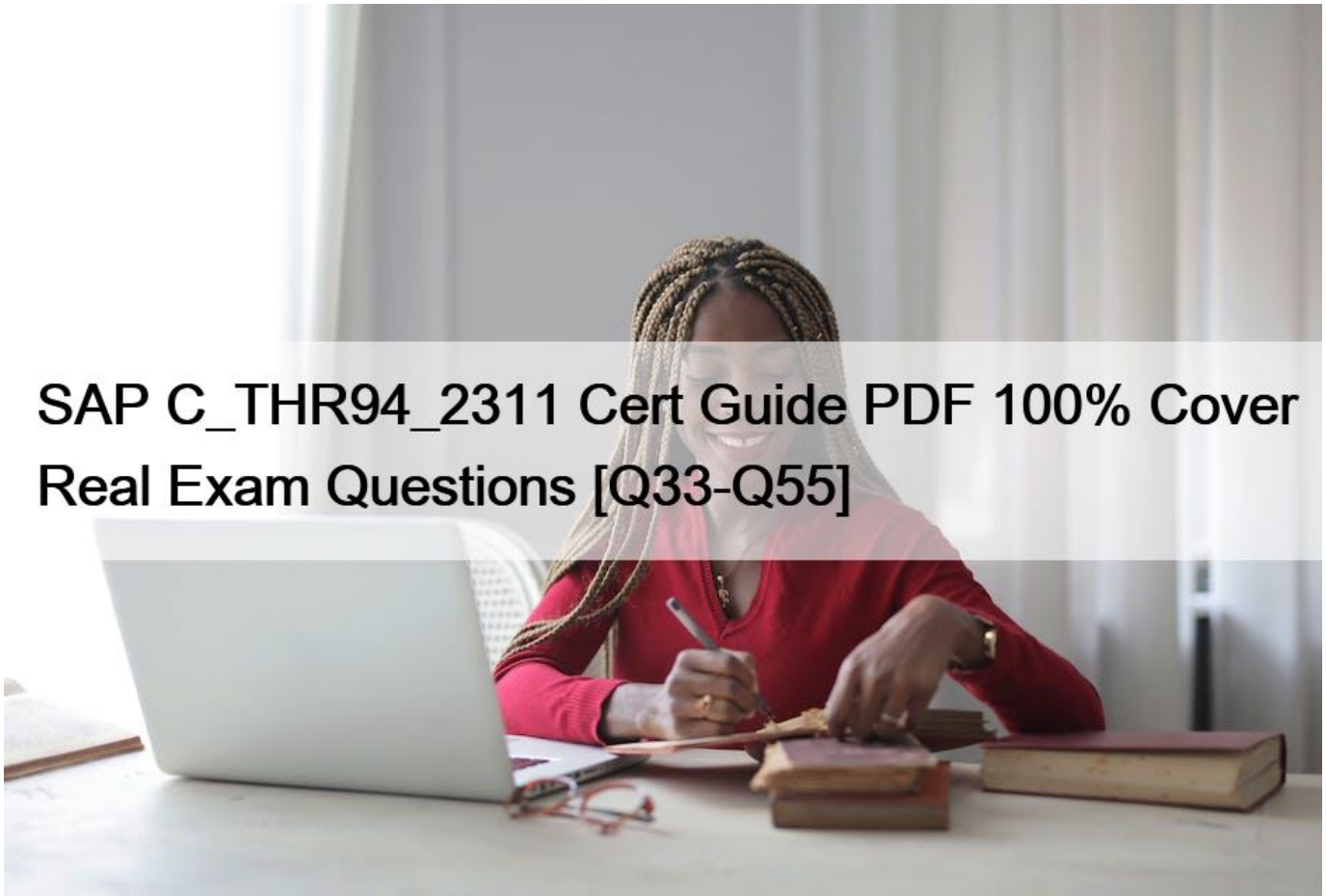


SAP C_THR94_2311 Cert Guide PDF 100% Cover Real Exam Questions [Q33-Q55]



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Pass C_THR94_2311 Exam - Real Questions and Answers

NEW QUESTION 33

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.

NEW QUESTION 34

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

- * Move the time account balance to the following time account.
- * Create a new time account.

- * Close the time account.
- * Set the time account balance to zero.
- * Make an accrual posting.

NEW QUESTION 35

In the Clock In Clock Out application, what does the Clock In Clock Out Group configuration consist of?

- * Combination of Permission Group from Role-based Permission
- * Combination of Time Types
- * Combination of Time Event Types
- * Combination of Employee Groups from Job Info parameters

NEW QUESTION 36

Which generic object do you use to import leave requests?

- * External Time Data
- * Employee Time Sheet
- * External Time Record
- * Employee Time

NEW QUESTION 37

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.

NEW QUESTION 38

What are the characteristics of Time Type classification Extra?Note: There are 2 correct answers to this question.

- * Recordings of Extra Time Types do NOT create collisions with other time recordings.
- * Recordings of Extra Time Types can further specify Attendance recordings.
- * Recordings of Extra Time Types CANNOT collide with Attendance recordings.
- * Recordings of Extra Time Types can further specify Allowance recordings.

NEW QUESTION 39

You are using Clock In Clock Out Group in Job Info.What is the correct combination that you are allowed to use?

- * Time Recording Variant: Clock Times Time Record profile with Time Recording Variant set to Negative
- * Time Recording Variant: Duration Time Record profile with Time Recording Variant set to Positive
- * Time Recording Variant: Clock Times Time Record profile with Time Recording Variant set to Positive
- * Time Recording Variant: Duration Time Record profile with Time Recording Variant set to Negative

NEW QUESTION 40

As a consultant, you want to create a Time Collector with a Monthly frequency. What error do you see in the below configuration?

The screenshot shows the configuration for a Time Type Group. The fields are as follows:

- External Name: Time Collector
- Valuation Result Category: No Selection
- Valuation Period: (blank)
- Entity UUID: (blank)
- Time Category: Calculated Time
- Time Pay Type: Yes
- UI Component: Yes
- Comment: (blank)

The screenshot shows the configuration for a Time Collector. The fields are as follows:

- External Code: TimeCollector
- Collector Type: Yes
- Time Collector Periodicity: Monthly

- * Time Collectors CANNOT be set up with Time Pay Type as Yes.
- * Time Collectors CANNOT be set up with Time Category as Calculated Time.
- * Time Collectors CANNOT be set up with UI Component as Yes.
- * Time Collectors CANNOT be set up WITHOUT Valuation Result Category.

NEW QUESTION 41

You hire an employee on March 15, 2022. 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?

- * 2022-03-15 00:00:00
- * 2022-01-01 00:00:00
- * 2022-03-01 00:00:00
- * 2023-01-01 00:00:00

NEW QUESTION 42

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

- * Error and Information
- * Information, and Alert and Warning
- * Error, Information, and Alert and Warning
- * Error, and Alert and Warning

NEW QUESTION 43

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.

NEW QUESTION 44

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?

- * As a post save rule in the Time Type object definition
- * As a save rule in the Employee Time object definition
- * As a save rule in the Time Type object definition
- * As a post save rule in the Employee Time object definition

NEW QUESTION 45

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?

- * Data Replication Monitor Configuration
- * Data Replication Proxy
- * Replication Target System
- * Data Replication Configuration

NEW QUESTION 46

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.

Time Valuation: Filter Hours (Sample 1)

External Name * Filter Hours ⓘ ⓘ
Valuation Type * Filter Input Groups ⓘ
Time Records Filter Public Holiday [x] ⓘ

Time Segment Filter
No data for Time Segment Filter available or you do not have the necessary permission.

Entity UUID * 24D21DF5CF884948B8631EB703ECB03F
Time Type Group Below Value 1 (Value 1) [x] ⓘ
Time Type Group Above Value 2 (Value 2) [x] ⓘ
External Code * Sample 1 ⓘ
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) [x]	5ADB005B285D4F6A83DAABF03685FEB0 ⓘ	No ⓘ	1 ⓘ	Details

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

NEW QUESTION 47

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.

NEW QUESTION 48

What Time Management components are available in SAP SuccessFactors Employee Central? Note: There are

2 correct answers to this question.

- * Kronos
- * Time Off
- * Time Sheet
- * Time Tracking

NEW QUESTION 49

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.

- * Enable customers to integrate with clock terminals directly using standard APIs
- * Absence recording from Time Sheet UI
- * Enable employees to record working time that ends exactly at midnight
- * Time Valuation rules that support cross-midnight scenarios

NEW QUESTION 50

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

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

NEW QUESTION 51

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.

- * Planned Working Time
- * Attendance
- * On Call
- * Extra
- * Overtime

NEW QUESTION 52

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

NEW QUESTION 53

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



Posting Date	Posting Type	Posting Date
20.11.2024	Manual Adjustment	20.11.2024
20.11.2024	Manual Adjustment	20.11.2024

What is wrong with the file?

- * You should NOT import multiple postings to the same Time Account.
- * You should NOT use Manual Adjustment as Posting Type in the import of Time Account balances.
- * You should NOT import multiple postings on the same Posting Date.

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

NEW QUESTION 54

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

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

NEW QUESTION 55

Which object do you use to configure how accruals are to be awarded?

- * Time Account
- * Time Account Type
- * Time Type
- * Accrual Calculation Base

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