C_THR94_2605 Exam Guide: Certification Topics, Study Tips, and Practice Mock Questions

C_THR94_2605 is the certification code associated with SAP SuccessFactors Time Management. This practical preparation guide explains what the certification covers, how to organize your study, which skills to practice, and how to use mock questions effectively. The focus is on understanding implementation decisions rather than memorizing isolated definitions.



Certification

The SAP SuccessFactors Time Management certification is intended for learners and consultants who need to understand how employee time processes are configured and supported in SAP SuccessFactors. These processes include employee absences, time accounts, accruals, time sheets, time valuation, time tracking, validation, reporting, and payroll-related integration.

For the 2605 version, preparing a scenario-based assessment format rather than assuming the assessment is simply a traditional multiple-choice test. A scenario-based assessment checks how you interpret a business requirement, identify the relevant configuration area, consider dependencies, and explain a suitable solution. Always confirm the current format, duration,

passing requirements, language options, and attempt rules on the official SAP certification page before booking, because SAP can update assessment arrangements.

What the certification is designed to assess

A capable Time Management consultant must connect policy requirements with system behavior. For example, a company may offer different leave entitlements by employee group, calculate accruals monthly, require manager approval, and transfer approved time data to payroll. The consultant must understand how the relevant time types, profiles, rules, workflows, accounts, and integration settings work together.

Core topic map

Topic area	What to understand	Practical task to practise
Platform foundations	Admin Center, role-based permissions, MDF concepts, business rules, employee data and system setup.	Trace which permissions and foundational settings a time process depends on.
Time Off and absences	Time types, time profiles, work schedules, holiday calendars, absence requests and approvals.	Map a leave policy to the configuration objects and request flow.
Time accounts and accruals	Account creation, recurring and event-based accruals, eligibility, new hires, terminations and period-end processing.	Work through a balance calculation and identify what changes when an employee joins or leaves mid-period.
Time sheets	Recording methods, attendance time types, recording profiles, entry rules, workflows and approvals.	Follow a submitted time sheet from employee entry to approval.
Time valuation	Collectors, containers, valuation rules, overtime, alerts, errors, flextime and cross-midnight scenarios.	Explain how recorded hours are evaluated and how to investigate an unexpected result.
Time Tracking	Clock-in/clock-out concepts, time recording and employee enablement.	Outline the checks required before enabling clock events for a group of employees.
Validation and integration	Configuration validation, imports, reports, statements and payroll integration.	Build a checklist for checking data quality and downstream payroll outcomes.

A practical preparation plan

Start by reviewing the official SAP learning journey and the current assessment instructions. Use the course material as your source of truth, then turn each topic into a small implementation exercise. A useful routine is to study one concept, configure or sketch the process, answer a few mock questions, and write down why each answer is appropriate.

Study session	Main task	Evidence of progress
Session 1	Review platform foundations, employee data, permissions, and business-rule dependencies.	You can explain which foundational settings support Time Management.
Session 2	Practice Time Off setup: calendars, schedules, time types, profiles and approvals.	You can map a leave request from eligibility through approval.
Session 3	Study time accounts, accrual rules, interim updates, and period-end processing.	You can explain how an account balance is created and updated.
Session 4	Practice time sheet setup and employee/manager processing.	You can describe recording, submission, review, and approval.
Session 5	Work through time valuation, overtime, flextime, and cross-midnight examples.	You can diagnose a simple unexpected valuation result.
Session 6	Review Time Tracking, validation, migration, reporting, and payroll connection.	You can identify the checks needed before go-live.
Final review	Complete mixed mock questions and revisit weak areas.	You can justify answers using business requirements and system logic.

Make every study session practical

Use a realistic business requirement. Example: full-time employees receive one leave of entitlement, while part-time employees receive a prorated entitlement.

Identify the employee data and eligibility conditions that the requirement depends on.

Name the relevant configuration objects and explain how they interact. Avoid listing object names without explaining their purpose.

Trace the process end to end employee action, system validation, workflow, balance or valuation update, and downstream impact.

Test an exception. Consider a new hire, termination, schedule change, missing approval, overnight shift, or incomplete time of entry.

Record the reason for your solution and one alternative you considered. This develops the judgement needed for scenario-based assessment.

Exam Questions Practice

SAP questions Below are original practice mock questions created for revision. They are not official SAP exam questions, leaked content, or a guarantee of the live assessment. Use them to practice interpreting requirements and explaining your decisions.

1. A company wants employees in different work schedules to receive the correct public holidays. What should you review first?

Suggested reasoning: Review the holiday calendar assignment and the employee work schedule setup. Confirm that the correct calendars and schedules are associated with the relevant employee populations before troubleshooting individual absence requests.

2. A new employee is not receiving the expected leave balance. Which areas should you investigate?

Suggested reasoning: Check eligibility and employee data, the assigned time profile, time-account creation, accrual rule conditions, effective dates, and any account-generation or interim-update process. Confirm the expected result with the policy before changing configuration.

3. A manager says an absence request is submitted but is not reaching the right approver. What is a sensible investigation path?

Suggested reasoning: Trace the workflow configuration and its derivation conditions. Verify the employee and manager data used by the rule, check workflow participants and routing conditions, and test with a representative employee record.

4. Recorded working hours are higher than expected after valuation. What should you examine?

Suggested reasoning: Review the time valuation sequence and the relevant collectors, containers, thresholds, and rules. Check the recorded time data and the employee recording profile, then isolate the rule that produces the unexpected result.

5. An employee works a shift that starts before midnight and ends the next day. What makes this scenario important?

Suggested reasoning: Cross-midnight shifts require careful handling of date boundaries, planned working time, recording rules, and valuation. Verify how the configured rules split or evaluate the hours and how breaks and overtime are treated.

6. A business wants employees to record attendance and submit time for manager review. Which broad configuration areas are involved?

Suggested reasoning: Review time sheet activation, recording method, attendance time types, recording profile, entry rules, workflow, notifications, permissions, and approval behavior. Validate the employee and manager experience from end to end.

7. Approved time data does not appear as expected in payroll. What should the consultant do?

Suggested reasoning: Check out the relevant integration scope and mapping, employee/time data validity, approval and processing status, error logs, and the expected payroll hand-off. Confirm whether the issue is configuration, data, timing, or integration related.

How to review mock-question results

Your result	What it may indicate	Next action
Correct and well explained	You understand both the concept and its application.	Move to a more complex scenario or an exception case.
Correct but guessed	The answer may be familiar, but the reasoning is not secure.	Revisit the relevant learning unit and explain the process aloud.
Incorrect due to a concept gap	A key object, dependency or process step is unclear.	Study that topic and complete a small configuration example.
Incorrect due to misreading	You may be overlooking a condition in the business requirement.	Underline the requirement, identify constraints, and answer only what is being asked.

Exam-day checklist

- Confirm the latest assessment format and instructions in your SAP Learning account.
- Check your SAP Universal ID, subscription or exam entitlement, and available attempts.
- Review the technical readiness requirements, browser, camera or recording needs, microphone, and internet connection as applicable.
- Choose a quiet environment and allow enough uninterrupted time for the assessment.
- Read each scenario carefully. Separate the business requirement from assumptions and explain the reasoning behind your proposed action.
- Do not rely on memorized dumps. Use official learning material and legitimate mock questions to build transferable understanding.

Conclusion

Preparing for C_THR94_2605 is most effective when you practise the work a Time Management consultant performs. Build a clear understanding of Time Off, time accounts, accruals, time sheets, time valuation, Time Tracking, validation, reporting, and payroll integration. Use mock questions to test your reasoning, not to memorize supposed exam answers. For every scenario, connect the business policy to employee data, configuration, workflow, system results, and downstream processes. Visit The Exam Questions.

FAQs

1. What is C_THR94_2605?

It is the certification code for the SAP SuccessFactors Time Management certification version 2605. It focuses on configuring and understanding time-related processes in SAP SuccessFactors.

2. What topics should I study for C_THR94_2605?

Prioritise platform foundations, Time Off, absence requests, time accounts, accruals, time sheets, time valuation, advanced time recording, Time Tracking, validation, migration, reporting, and payroll integration. Check SAP's current learning journey for the authoritative scope.

3. Are these C_THR94_2605 exam questions real exam questions?

No. The questions in this article are original mock questions for practice. They are not copied from the live exam and should not be treated as official or guaranteed questions.

4. Is practical experience important for this certification?

Yes. Practical exercises help you understand dependencies and system behaviour. Practise tracing a requirement through configuration, employee processing, approval, balance or valuation, and reporting or payroll impact.

5. Where should I confirm the latest exam format and requirements?

Use the official SAP certification page and your SAP Learning account. Confirm the assessment format, duration, passing criteria, language availability, technical requirements, and attempt rules before booking.

