C_THR94_2605 AI Roleplay Scenario Questions: 5 Client Personas, 10 Mock Questions and a 20-Minute Daily Routine

Most people practice scenario questions alone, in silence, and then wonder why the real thing feels harder. In a live interview or on exam day, someone else sets the situation and you have to respond. This guide gives you C_THR94_2605 AI Roleplay Scenario Questions to practice against an AI that plays five different client personas, plus ten multiple-choice mock questions, a 20-minute session plan, and a short scoring routine.



Certification

C_THR94 is SAP's associate-level certification for SuccessFactors Time Management, and the 2605 suffix marks the exam release. SAP can change the duration, passing score, question count and topic weights between releases, so confirm them on SAP's

certification page before you book. The exam is scenario-based, which means you read a short business situation and pick the configuration that fits.

Item	Detail
Exam code	C_THR94_2605
Solution	SAP SuccessFactors Time Management
Level	Associate
Question style	Scenario-based
Practice method	AI roleplay plus mock questions
Confirm on SAP's site	Duration, passing score, question count, topic weights

Main Task

Your main task is one 20-minute roleplay session a day. Pick a persona from the table below, let the AI ask three scenario questions, answer each out loud, and log every miss. Do this for four weeks and you will have seen around eighty scenarios. Checking SAP Learning Journey before start studying to ensure about the course details.

Five Client Personas

Each persona worries about something different, so the same configuration gets explained in different words. Practice with all five.

Persona	What they care about	A typical question
HR manager	Fair, consistent leave rules	“Can paid and unpaid leave follow different rules?”
Payroll lead	Clean data downstream	“Will approved absences reach payroll without re-entry?”
Warehouse supervisor	Shifts and schedules	“How does my night crew’s pattern affect leave deductions?”
Finance controller	Balances that build predictably	“Where do I see the vacation balance, and how does it build?”
New hire	Simple answers	“Why do my public holidays differ from my colleague’s?”

The Roleplay Prompt

Paste this into any AI assistant to start.

Play a client of an HR consulting firm. Use the persona I name. Ask me three scenario questions about SAP SuccessFactors Time Management, one at a time, each in two or three sentences. After each answer, tell me whether it was right, what I missed, and ask a follow-up. At the end, give me a score out of 15.

Name the persona in your first message, for example: “Persona: payroll lead.” Ask for a different persona each day so you don’t get comfortable with one style.

A 20-Minute Session Plan

Minutes	Activity
2	Read the persona and set the prompt
3	Answer the first scenario out loud
5	Answer the second and third scenarios
5	Read the AI’s feedback line by line
3	Log every miss and the setting you confused it with
2	Rewrite your weakest answer in one clear sentence

Exam Questions

These are mock questions we provide for practice. They are original and show the scenario format, but they aren't real SAP exam questions, so check exact setting names against SAP's current documentation. Cover the answer key, choose one option for each, then check.

#	Scenario	A	B	C	D
1	Payroll lead: approved absences must reach payroll without re-entry.	Add a second holiday calendar	Check how approved time data flows to payroll	Create more time types	Shorten the accrual period
2	HR manager: paid vacation and unpaid leave need separate rules.	One time type for both	One holiday calendar	Two separate time types	A new workflow
3	Supervisor: a team works Tuesday to Saturday, and leave deductions must match.	A holiday calendar	An accrual rule	An approval workflow	A work schedule
4	Controller: vacation should build 2 days a month and stay visible.	A time account type with an accrual rule	A time sheet	A work schedule	A holiday calendar
5	HR director: leave over five days needs senior approval.	An accrual rule	A holiday calendar	A new time type	A workflow with a conditional approver

6	New hire: a joiner in another country should get that country’s public holidays.	A time account type	An approval workflow	A holiday calendar assigned through the time profile	A time sheet
7	Contractors record the hours they work each day.	Time Off	A holiday calendar	Time Sheet	An accrual rule
8	An employee says the vacation balance looks wrong. What do you check first?	The holiday calendar	The time sheet layout	The accrual rule and the account assigned to the employee	The payroll configuration
9	A manager is away and requests are stuck.	Change the accrual rule	Add a new holiday calendar	Create a new time type	Add a fallback approver to the workflow
10	The client wants sick leave and vacation reported separately.	One time type for both	A holiday calendar	A work schedule	Separate time types

Answer Key

#	Answer	Why
1	B	Payroll needs the data flow checked; more types or calendars don’t move data.
2	C	Each time type can carry its own rules.
3	D	The work schedule defines which days count as working days.
4	A	Balances that build over time come from a time account type and its accrual rule.
5	D	Workflows route approvals, and a condition decides when the senior approver applies.
6	C	The holiday calendar decides which days are public holidays for that employee.
7	C	Time Sheet records time worked; Time Off covers absences.
8	C	Balances start from the account and its rule, so check those first.
9	D	A fallback approver keeps routing moving when someone is out.
10	D	A report can only split what the setup already separates.

Score Yourself

Result	What to do next
9–10 correct	Move to timed sets and ask the AI for harder personas
6–8 correct	Redo the sessions for the domains you missed
5 or fewer	Review the concepts first, then retry the questions tomorrow

Conclusion

Scenario questions test one skill: hearing what a client needs and choosing the setup that delivers it. Practicing against five personas keeps you from learning one script, and the 20-minute session keeps the habit small enough to survive a busy week. Run a session tonight, log every miss, and check the mock questions again in a week. If your answers get shorter and clearer, the practice is working. Visit The Exam Questions.

FAQs

What are C_THR94_2605 AI roleplay scenario questions?

They are practice questions where an AI plays a client and describes a Time Management requirement. You answer as the consultant and get feedback on your reasoning.

Are the mock questions real exam questions?

No. They are original practice questions written for this guide. Always confirm settings and current exam details on SAP’s official pages.

How long should a session take?

Twenty minutes is enough for three scenarios and a quick review. Run one a day, and add a full set of ten mock questions once a week.

Do I need a SuccessFactors system to practice?

No. You can do the roleplay and the mock questions without one. A test instance or demo helps because seeing a setting work makes scenarios easier to reason about.

Should I switch personas?

Yes. Rotate through all five. Each persona phrases the same need differently, which prepares you for the way exam scenarios are worded.

