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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q10-Q15):

NEW QUESTION # 10

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- **B. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.**
- C. Set the Time Constraint indicator to allow for processing changes from previous periods.
- D. Set the List Time Periods indicator to record changes in previous periods.

Answer: B

NEW QUESTION # 11

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- A. Task and Resource Management
- **B. End User Service Delivery (MSS/ESS)**
- **C. Workforce Process Management**
- **D. Talent Management**
- E. Capacity Planning

Answer: B,C,D

NEW QUESTION # 12

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- **A. Configure a termination action and define reasons for the action type.**
- B. Configure a termination action and assign a subtype to it.
- C. Configure a termination infotype menu and define reasons for the menu.
- D. Configure a termination info group and link action reasons to the info group.

Answer: A

NEW QUESTION # 13

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- **A. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.**
- B. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- C. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- D. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.

Answer: A

NEW QUESTION # 14

Which SAP Human Capital Management structures are used to control work schedule rule permissibility on the Planned Working Time infotype (IT0007)? Note: There are 2 correct answers to this question.

- A. Payroll
- B. Organization
- C. Personnel
- D. Enterprise

Answer: C,D

NEW QUESTION # 15

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