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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q23-Q28):

NEW QUESTION # 23

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- **A. To filter by negative selections**
- B. To analyze trends
- C. To choose reporting output fields
- **D. To create intersections or unions**

Answer: A,D

NEW QUESTION # 24

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should you recommend?

- A. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- **B. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.**
- C. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- D. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.

Answer: B

NEW QUESTION # 25

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

Answer: D

NEW QUESTION # 26

Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- A. In the Country Assignment
- B. In the InfoSet
- **C. In the Structure**
- D. In the Administrative Data

Answer: C

NEW QUESTION # 27

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- A. Dislikes
- B. Potentials
- C. Schedules
- D. Qualifications
- E. Locations

Answer: A,B,D

NEW QUESTION # 28

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