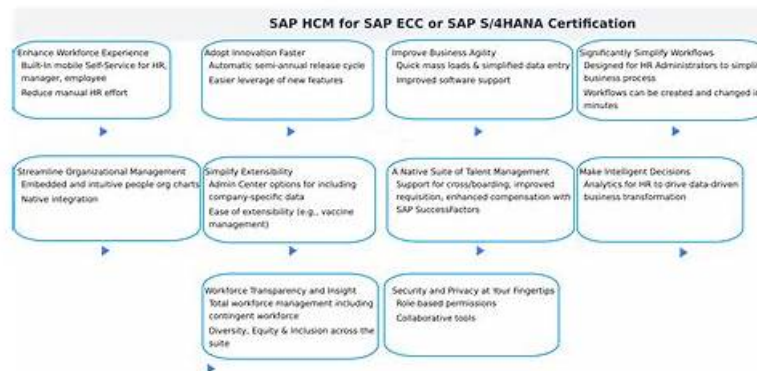


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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q48-Q53):

### NEW QUESTION # 48

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. ITO008 Basic Pay • ITO014 Recurring Payments/Deductions • ITO015 Additional Payments
- B. ITO083 Leave Compensation • ITO416 Quota Compensation • IT2010 Employee Remuneration Info
- C. ITO014 Recurring Payments/Deductions • ITO015 Additional Payments • IT2010 Employee Remuneration Info
- D. ITO008 Basic Pay • ITO057 Membership Fees • IT2010 Employee Remuneration Info

**Answer: A**

### NEW QUESTION # 49

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. Payroll control record
- B. Off-Cycle Workbench
- C. Interface Toolbox
- D. HR Process Workbench

**Answer: D**

#### NEW QUESTION # 50

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- D. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.

**Answer: B,D**

#### NEW QUESTION # 51

Which tasks can be accomplished with the ABAP List Viewer?

Note: There are 2 correct answers to this question.

- A. Create/delete cluster data
- B. Create/delete master data
- C. Filter for data
- D. Format totals

**Answer: C,D**

#### NEW QUESTION # 52

You want to use rule ZY99 to process wage type 3201 from the old results table with the same processing for all employees.

How do you call the rule in the schema?

- A. ☐
- B. ☐
- C. ☐
- D. ☐

**Answer: A**

#### NEW QUESTION # 53

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