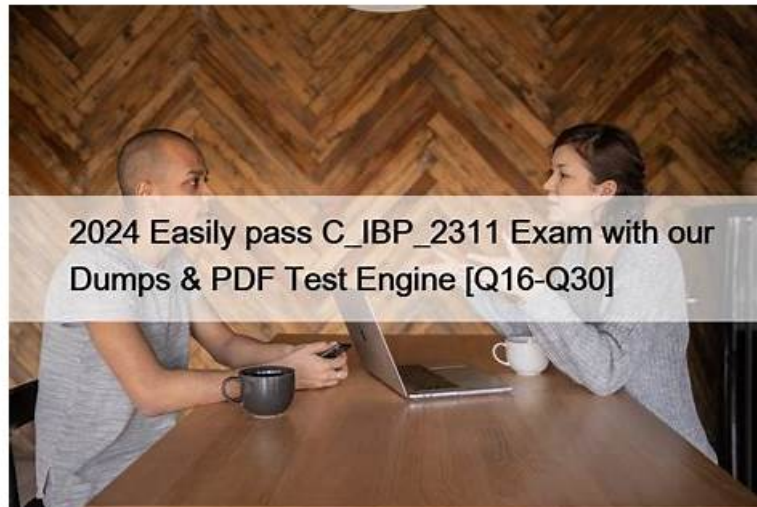


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q18-Q23):

NEW QUESTION # 18

A customer needs to make significant modifications to their existing organizational structure. How would you proceed?

- A. Copy the current organizational plan into a new plan version and make the adjustments.
- B. Copy the current personnel structure into a new plan version and make the adjustments.
- C. Create an evaluation path with a new plan version.
- D. Copy the enterprise structure into a new plan version and make the adjustments.

Answer: A

NEW QUESTION # 19

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

- A. Locking and setting the limit for simulation runs so testing can take place
- **B. Control and tracking of the individual stages of the payroll processing**
- **C. Locking master and time data so current or past changes cannot be made during the payroll process**
- **D. Definition of the earliest possible retroactive accounting date for each payroll area**
- E. Determination of the country for which the payroll will be processed

Answer: B,C,D

NEW QUESTION # 20

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 # 21

A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need.

Which criteria do you consider to complete this task?

Note: There are 2 correct answers to this question.

- **A. The pay period dates**
- B. The number of days in work schedule rules
- C. The number of company codes
- D. The kind of employees (salaried, hourly)
- **E. The pay frequencies**

Answer: A,E

NEW QUESTION # 22

A customer has created a customer-specific internal object in Organizational Management.

How can you customize the relationships between the new object and objects delivered by SAP? Note: There are 2 correct answers to this question.

- A. Configure either the A or B relationship.
- B. Add your new object type to the customer specific table.
- **C. Configure both the A and B relationships.**
- **D. Create an allowed relationship between objects.**

Answer: C,D

NEW QUESTION # 23

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