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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q20-Q25):

### NEW QUESTION # 20

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries.

How can you ensure that each time administrator only has access to the functions they require?

Note: There are 2 correct answers to this question.

- A. Create different profiles for each time entry requirement in Customizing.
- B. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- C. Assign different profiles in feature PINCH.
- D. Assign administrators to different administrator groups in table T526.

**Answer: A,C**

**NEW QUESTION # 21**

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment
- B. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- **C. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment**
- D. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment

**Answer: C**

**NEW QUESTION # 22**

Your customer pays overtime to hourly employees. For the first three hours of overtime, an employee receives a 50% premium. For any hours beyond this, the premium increases to 100%.

What do you include in the wage type selection configuration?

- A. Four derived wage types for the regular rate with a different valuation base for all wage types
- B. Two derived wage types for the regular rate, both valued at 100%
- C. Four sequential time wage type selection rules with no conditions on time
- **D. Two time wage type selection rules with minimum and maximum conditions on time**

**Answer: D**

**NEW QUESTION # 23**

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

**Answer: D**

**NEW QUESTION # 24**

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- B. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).
- **C. Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).**
- D. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).

**Answer: C**

**NEW QUESTION # 25**

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