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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q31-Q36):

### NEW QUESTION # 31

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)?

Note: There are 3 correct answers to this question.

- A. The feature TARIF
- B. The feature LGMST
- C. The infotype 1005 (Planned Compensation)
- D. The table V\_001P\_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- E. The module TARIF

**Answer: A,C,D**

### NEW QUESTION # 32

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 bank information changes during a pay period. They are used to allocate

payments to the correct account.

- 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 address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- 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 # 33**

Which items do you need to configure before generating payroll periods?

- A. Create control record -> Configure ABKRS -> Assign pay day rule -> Define holiday calendar
- B. Define holiday calendar -> Assign period parameters -> Define date modifiers -> Configure ABKRS
- C. Assign period parameters -> Create control record -> Configure LGMST -> Define holiday calendar
- D. Assign period parameters -> Define date modifiers -> Create control record -> Assign pay day rule

**Answer: D**

#### **NEW QUESTION # 34**

What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The valid pay scale group and levels for each employee
- B. The valid pay grade for each employee
- C. The valuation bases wage type for both hourly and salaried employees
- D. The permissible wage types for infotype 0008 (Basic Pay)

**Answer: C**

#### **NEW QUESTION # 35**

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI PERSN
- B. PLOGI EVENB
- C. PLOGI ORGA
- D. PLOGI PLOGI

**Answer: A**

#### **NEW QUESTION # 36**

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