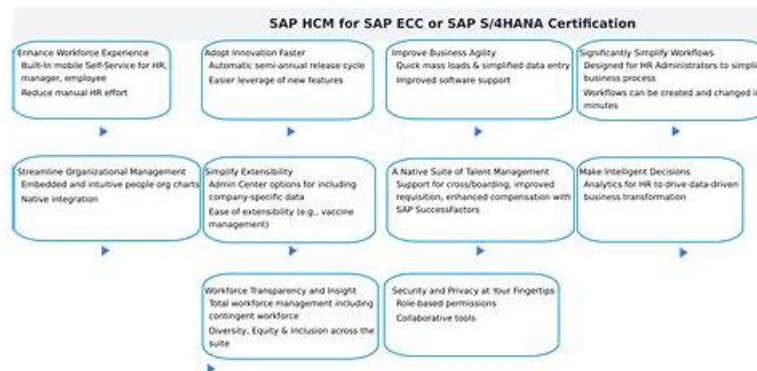


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q16-Q21):

NEW QUESTION # 16

Which functions import HR master data into the payroll run?

Note: There are 3 correct answers to this question.

- A. RAB
- B. WPBP
- C. PTIP
- D. PAB
- E. P2010

Answer: A,B,D

NEW QUESTION # 17

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

Answer: D

NEW QUESTION # 18

Which of the following modules integrates with SAP Learning Solution? Note: There are 3 correct answers to this question.

- **A. Compensation**
- **B. Business Warehouse**
- **C. Travel Management**
- D. Financial Accounting
- E. Sales and Distribution

Answer: A,B,C

NEW QUESTION # 19

Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.



- **A. Configure a daily work schedule variant B for the shorter days.**
- **B. Configure a daily work schedule with DWS selection rule 01.**
- C. Create a new period work schedule for half days.
- D. Configure a daily work schedule with zero planned hours on public holidays.

Answer: A,B

NEW QUESTION # 20

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

Note: There are 3 correct answers to this question.

- A. As a field to determine absence and attendance types
- B. As a field to determine the holiday calendar
- **C. As a selection criterion for reporting**
- **D. As a field for decisions for default values**
- **E. As a field in authorization checks**

Answer: C,D,E

NEW QUESTION # 21

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