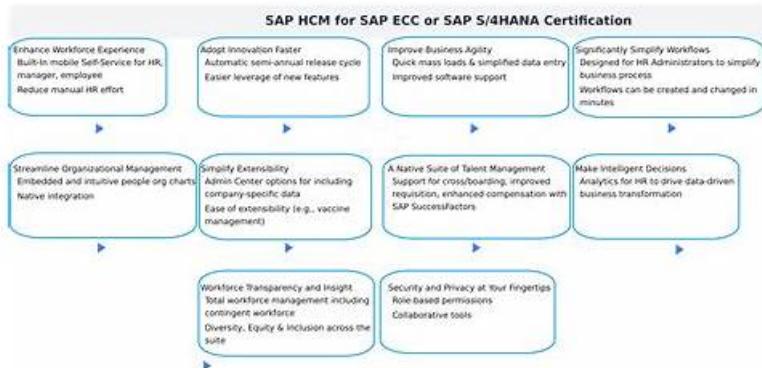


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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q16-Q21):

### 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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