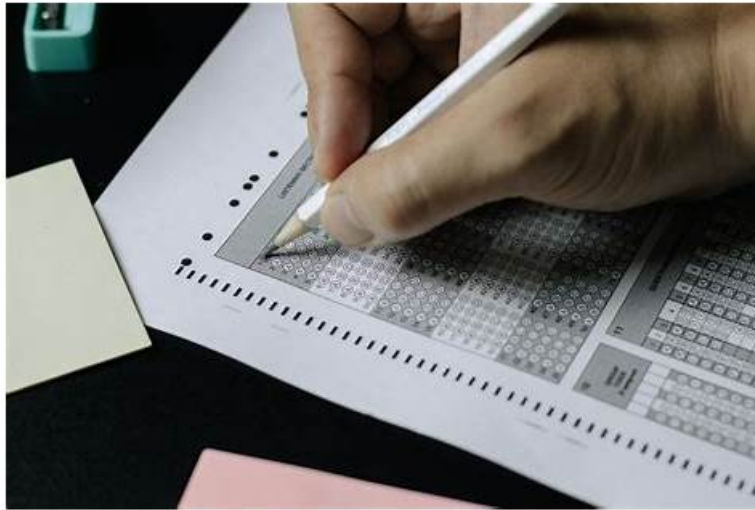


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q26-Q31):

NEW QUESTION # 26

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement?

Note: There are 2 correct answers to this question.

- A. Leave the minimum duration field blank and enter 999 for the maximum duration limit.
- B. Assign screen 2001 for quota deduction.
- C. Leave both the minimum and maximum duration fields blank.
- D. Assign a fraction of a day in the minimum duration field.

Answer: B,D

NEW QUESTION # 27

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 # 28

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- A. Workforce Process Management
- B. Task and Resource Management
- C. Capacity Planning
- D. Talent Management
- E. End User Service Delivery (MSS/ESS)

Answer: A,D,E

NEW QUESTION # 29

You need to outline the payroll process for the end users in a company. What is the correct sequence of steps?

- A. Release for Payroll → Release for Corrections → Check Results → Exit
- B. Release for Payroll → Release for Corrections → Exit → Check Results
- C. Release for Simulation → Check Results → Release for Corrections → Exit
- D. Release for Simulation → Release for Payroll → Exit → Check Results

Answer: D

NEW QUESTION # 30

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- A. Qualifications
- B. Dislikes
- C. Schedules
- D. Potentials
- E. Locations

Answer: A,B,D

NEW QUESTION # 31

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