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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q72-Q77):

NEW QUESTION # 72

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- A. To filter by negative selections
- B. To analyze trends
- C. To choose reporting output fields
- D. To create intersections or unions

Answer: A,D

NEW QUESTION # 73

A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization. How can you achieve this?

- A. Configure multiple header definition settings for use on the Header Structure per Infotype table.
- B. Adjust the screen modifications in the Infotype Screen Control table.
- C. Set up an Infotype menu for fast data entry.
- D. Maintain the ADDRS feature to determine screen control for foreign addresses.

Answer: B

NEW QUESTION # 74

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. DIVID ARN
- B. GCY X014
- C. RTE=TSDIVP
- D. MULTI NRA

Answer: C

NEW QUESTION # 75

What can employees do using the standard Employee Self-Service?

- A. Change their position title.
- B. Change their permanent address.
- C. Change their work schedule rule.
- D. Change their office location.

Answer: B

NEW QUESTION # 76

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule?
Note: There are 3 correct answers to this question.

- A. Cumulation rule

- B. Processing class 01 rule
- C. Final processing rule
- D. Adjustment rule
- E. Time wage type selection rule

Answer: A,D

NEW QUESTION # 77
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