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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which SAP Human Capital Management structures are used to control work schedule rule permissibility on the Planned Working Time infotype (IT0007)? Note: There are 2 correct answers to this question.

- **A. Personnel**
- **B. Enterprise**
- C. Payroll
- D. Organization

Answer: A,B

NEW QUESTION # 13

Which functions import HR master data into the payroll run?

Note: There are 3 correct answers to this question.

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

Answer: B,C,E

NEW QUESTION # 14

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 10 queried in personnel calculation rule XVAL
- B. Processing class 01 queried in personnel calculation rule X010
- C. Processing class 20 queried in personnel calculation rule XPPF
- D. Processing class 03 queried in personnel calculation rule X020

Answer: D

NEW QUESTION # 15

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

Answer: A

NEW QUESTION # 16

When processing payroll, the Payroll Administrator receives the error message "division by 0 is not possible" for one employee. What could have caused this error?

- A. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
- B. Feature SCHKZ defaults the wrong indirect amount on IT0007 (Planned Working Time).
- C. The employee does not have an IT0008 (Basic Pay) with work hours per period.
- D. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).

Answer: C

NEW QUESTION # 17

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