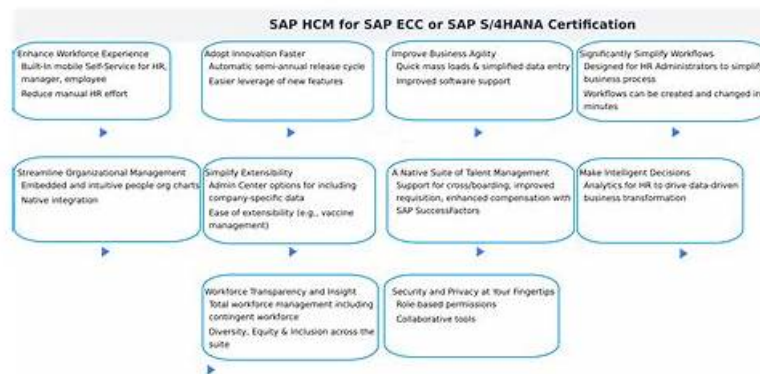# 100% Pass 2026 Perfect C_P2W12_2311: SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Trustworthy Dumps

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NEW QUESTION # 51
A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units.What should you recommend?

- A. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.
- B. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
- C. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- D. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.

Answer: B

NEW QUESTION # 52
What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The permissible wage types for infotype 0008 (Basic Pay)
- B. The valid pay grade for each employee
- C. The valuation bases wage type for both hourly and salaried employees
- D. The valid pay scale group and levels for each employee

Answer: C

NEW QUESTION # 53
You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.
Which operations must be included in your rule?

- A. ELIMI and ADDWT
- B. ELIMI and MULTI
- C. AVERA and DIVID
- D. ROUND and ADDWT

Answer: A

NEW QUESTION # 54
A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need.
Which criteria do you consider to complete this task?
Note: There are 2 correct answers to this question.

- A. The number of days in work schedule rules
- B. The pay frequencies
- C. The kind of employees (salaried, hourly)
- D. The pay period dates
- E. The number of company codes

Answer: B,D

NEW QUESTION # 55
Which of the following are functions of the logical database in Reporting?
Note: There are 3 correct answers to this question.

- A. Transaction processing
- B. Authorization checks
- C. Data retrieval
- D. Selection screen definition
- E. Database storage

Answer: B,C,D

NEW QUESTION # 56
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