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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q22-Q27):

NEW QUESTION # 22
Which functions are performed by the payroll control record?
Note: There are 3 correct answers to this question.

- A. Determination of the country for which the payroll will be processed
- B. Locking and setting the limit for simulation runs so testing can take place
- C. Control and tracking of the individual stages of the payroll processing
- D. Locking master and time data so current or past changes cannot be made during the payroll process
- E. Definition of the earliest possible retroactive accounting date for each payroll area

Answer: C,D,E

NEW QUESTION # 23
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. GCY X014
- B. DIVID ARN
- C. RTE=TSDIVP
- D. MULTI NRA

Answer: C

NEW QUESTION # 24

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- C. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).

Answer: D

NEW QUESTION # 25

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

Answer: A,B,C

NEW QUESTION # 26

Which functions import HR master data into the payroll run?
Note: There are 3 correct answers to this question.

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

Answer: A,B,C

NEW QUESTION # 27

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