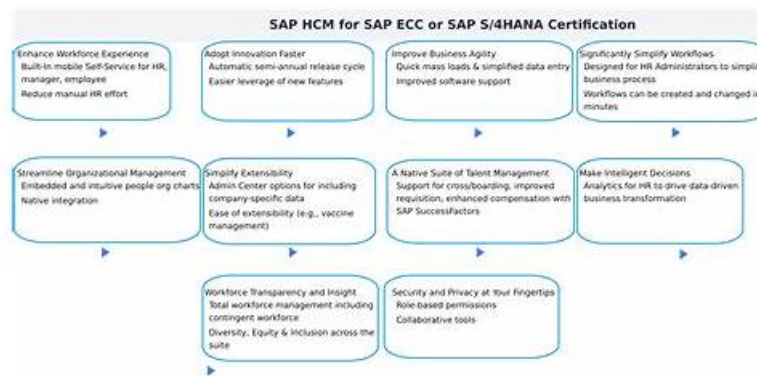# The Best SAP C-P2W12-2311 Exam Training materials

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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q76-Q81):

NEW QUESTION # 76
Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).
What is the employee group used for?
Note: There are 3 correct answers to this question.

- A. As a field for decisions for default values
- B. As a field to determine the holiday calendar
- C. As a field in authorization checks
- D. As a selection criterion for reporting
- E. As a field to determine absence and attendance types

Answer: A,C,D

NEW QUESTION # 77
For the personnel number assignment, you require different number ranges for different personnel areas.
Using the feature NUMKR, where would you assign the default number range?

- A. In the structure
- B. In the operation

- C. In the schema
- D. In the return value

Answer: D

NEW QUESTION # 78

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- A. Copy and update the existing record effective July 1st.
- B. Change the existing record effective July 1st.
- C. Execute a change of pay action.
- D. Create a new record effective July 1st.
- E. Create a new record effective July 1st and delete the old record.

Answer: A,C,D

NEW QUESTION # 79

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

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

Answer: D

NEW QUESTION # 80

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)?
Note: There are 3 correct answers to this question.

- A. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- B. The feature TARIF
- C. The module TARIF
- D. The feature LGMST
- E. The infotype 1005 (Planned Compensation)

Answer: A,B,E

NEW QUESTION # 81

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