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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q24-Q29):

NEW QUESTION # 24

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Payroll schema and period parameter
- B. Paid holidays and pay date
- C. Pay frequency and paid holidays
- D. Pay date and pay frequency

Answer: D

NEW QUESTION # 25

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. Set up an Infotype menu for fast data entry.
- B. Adjust the screen modifications in the Infotype Screen Control table.
- C. Maintain the ADDR5 feature to determine screen control for foreign addresses.
- D. Configure multiple header definition settings for use on the Header Structure per Infotype table.

Answer: B

NEW QUESTION # 26

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- A. Different holiday calendar
- B. New working time
- C. New work schedule rule
- D. Different payment according to position

Answer: B

NEW QUESTION # 27

Which feature should be used to default wage types on IT0008 (Basic Pay)?

- A. LGMST
- B. TARIF
- C. PINCH
- D. ARPBL

Answer: A

NEW QUESTION # 28

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. HR Process Workbench
- B. Off-Cycle Workbench
- C. Payroll control record
- D. Interface Toolbox

Answer: A

NEW QUESTION # 29

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