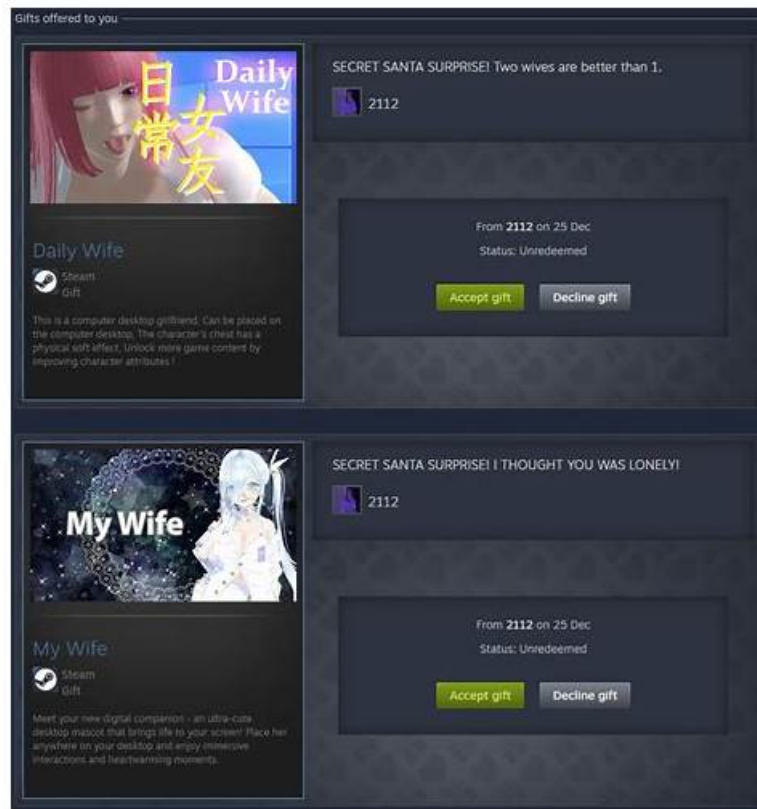


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q43-Q48):

NEW QUESTION # 43

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA).

Which values can be imported from OM into PA?

Note: There are 3 correct answers to this question.

- A. Employee Subgroup on IT0001 (Organizational Assignment)
- B. Planned Compensation on IT0008 (Basic Pay)
- C. Work Schedule Rule on IT0007 (Planned Working Time)
- D. Weekly Working Hours on IT0007 (Planned Working Time)
- E. Cost Center on IT0001 (Organizational Assignment)

Answer: B,C,E

NEW QUESTION # 44

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

- A. By adding different profiles to your user parameters in SU3
- B. By using the Column configuration button
- C. By choosing a different evaluation path from the "Goto" button
- D. By choosing the "Search Term" function

Answer: C

NEW QUESTION # 45

What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Pay grade, pay scale or direct valuation
- B. New relationships with other organizational objects
- C. Percentages for alternative cost distribution
- D. Default values of work schedule data

Answer: A

NEW QUESTION # 46

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI ORGA
- B. PLOGI EVENB
- C. PLOGI PLOGI
- D. PLOGI PERSN

Answer: D

NEW QUESTION # 47

Some work schedule rules include four hours work on Fridays and half day holidays. Absences and quota deduction are calculated in days.

How do you reduce the daily quota proportionally for an absence on one of these days?

Note: There are 3 correct answers to this question.

- A. Set the counting rules to include 50% quota multiplier for hours.
- B. Set the counting rules to query different conditions for the current day.
- C. Set the deduction rules to query the different holiday classes.
- D. Set the counting rules to include 50% quota multiplier for days.

- E. Set the counting rules to query the different holiday classes.

Answer: B,D,E

NEW QUESTION # 48

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