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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q28-Q33):

NEW QUESTION # 28

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the List Time Periods indicator to record changes in previous periods.
- C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

Answer: C

NEW QUESTION # 29

What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They control the security of the enterprise structure.
- B. They control default values for infotype fields.
- C. They define the selection criteria for absences and attendances.
- **D. They are the most important control indicators in the personnel structure.**

Answer: D

NEW QUESTION # 30

A customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- A. InfoSet Query
- B. Human Resource Information System (HIS) Query
- **C. Business Warehouse (BW) Query**
- D. Ad Hoc Query

Answer: C

NEW QUESTION # 31

What is the first step when creating department and reporting structures?

- A. Create the company code.
- **B. Create the root organizational unit.**
- C. Create the job catalog.
- D. Create the chief position.

Answer: B

NEW QUESTION # 32

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

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

Answer: D

NEW QUESTION # 33

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