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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q46-Q51):

NEW QUESTION # 46

A customer needs to assign different public holiday calendars in their work schedule configuration. To which part of the HR structure is the public holiday calendar assigned?

- A. Organizational structure
- B. Employee structure
- C. Personnel structure
- **D. Enterprise structure**

Answer: D

NEW QUESTION # 47

A customer wants to ensure that average working hours per period on IT0008 are updated when planned working hours on IT0007 change. How can you achieve this?

- **A. Use a dynamic action to update IT0008.**
- B. Configure feature SCHKZ to default updates on IT0008.
- C. Use fast entry to update IT0008.
- D. Run report RPU51000 to update IT0008.

Answer: A

NEW QUESTION # 48

Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- **A. In the Structure**
- B. In the InfoSet
- C. In the Country Assignment
- D. In the Administrative Data

Answer: A

NEW QUESTION # 49

Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

Note: There are 3 correct answers to this question.

- A. The organization grants access through web services.
- **B. The employee has an active user ID assigned on IT0105 (Communication).**
- C. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- **D. The organizational structure has been developed for the company.**
- **E. The employee holds the "chief position" of an organizational unit.**

Answer: B,D,E

NEW QUESTION # 50

Which SAP Human Capital Management structures are used to control work schedule rule permissibility on the Planned Working

Time infotype (IT0007)? Note: There are 2 correct answers to this question.

- A. Organization
- B. Enterprise
- C. Personnel
- D. Payroll

Answer: B,C

NEW QUESTION # 51

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