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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q10-Q15):

NEW QUESTION # 10
Your customer has a group of HR administrators that do not have access to the Actions infotype (IT0000) but are required to update specific information such as address, e-mail, bank account, and family members.
How can the administrators update this information?

- A. Run report RHINTE00 to update the master data records.
- B. Use the ad-hoc query report to mass update to the master data records.
- C. Use Personnel Action (PA40) to display all the infotypes to be updated.
- D. Use Maintain HR Master Data (PA30) to update each infotype.

Answer: D

NEW QUESTION # 11
What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

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

Answer: A

NEW QUESTION # 12
Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. MULTI NRA
- B. DIVID ARN
- C. GCY X014
- D. RTE=TSDIVP

Answer: D

NEW QUESTION # 13
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 selection criterion for reporting
- B. As a field to determine absence and attendance types
- C. As a field for decisions for default values
- D. As a field to determine the holiday calendar
- E. As a field in authorization checks

Answer: A,C,E

NEW QUESTION # 14
Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period.
Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 10 queried in personnel calculation rule XVAL
- B. Processing class 20 queried in personnel calculation rule XPPF

- C. Processing class 03 queried in personnel calculation rule X020
- D. Processing class 01 queried in personnel calculation rule X010

Answer: C

NEW QUESTION # 15

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