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QUESTION & ANSWERS

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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q76-Q81):

NEW QUESTION # 76

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 03 queried in personnel calculation rule X020**
- B. Processing class 20 queried in personnel calculation rule XPPF
- C. Processing class 01 queried in personnel calculation rule X010
- D. Processing class 10 queried in personnel calculation rule XVAL

Answer: A

NEW QUESTION # 77

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

Answer: B

NEW QUESTION # 78

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- **A. Talent Management**
- **B. End User Service Delivery (MSS/ESS)**
- **C. Workforce Process Management**
- D. Task and Resource Management
- E. Capacity Planning

Answer: A,B,C

NEW QUESTION # 79

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

Answer: A,D

NEW QUESTION # 80

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

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

Answer: A

NEW QUESTION # 81

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