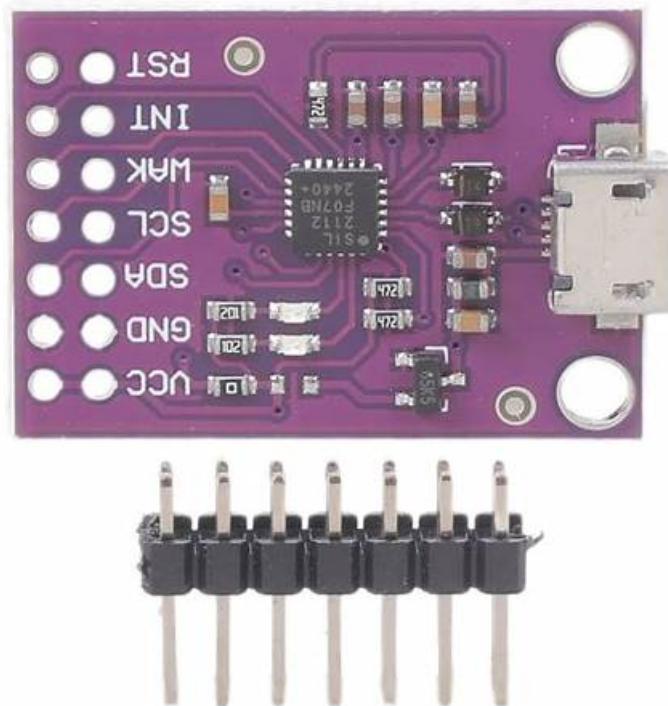


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## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q59-Q64):**

### **NEW QUESTION # 59**

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. Ad Hoc Query

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

**Answer: B**

#### **NEW QUESTION # 60**

What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To default pay grades and levels
- B. To valuate the annual salary
- C. To default wage types
- D. To default wage type amounts

**Answer: D**

#### **NEW QUESTION # 61**

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

**Answer: A,B,C**

#### **NEW QUESTION # 62**

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment
- B. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment
- C. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment
- D. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment

**Answer: B**

#### **NEW QUESTION # 63**

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

**Answer: B**

#### **NEW QUESTION # 64**

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