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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q37-Q42):

NEW QUESTION # 37
What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The permissible wage types for infotype 0008 (Basic Pay)
- B. The valuation bases wage type for both hourly and salaried employees
- C. The valid pay scale group and levels for each employee
- D. The valid pay grade for each employee

Answer: B

NEW QUESTION # 38
You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.
Which operations must be included in your rule?

- A. ROUND and ADDWT
- B. ELIMI and ADDWT
- C. AVERA and DIVID
- D. ELIMI and MULTI

Answer: B

NEW QUESTION # 39
Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)?
Note: There are 3 correct answers to this question.

- A. The module TARIF
- B. The infotype 1005 (Planned Compensation)
- C. The feature TARIF
- D. The feature LGMST
- E. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)

Answer: B,C,E

NEW QUESTION # 40
Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

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

Answer: C

NEW QUESTION # 41
Some work schedule rules include four hours work on Fridays and half day holidays. Absences and quota deduction are calculated in days.
How do you reduce the daily quota proportionally for an absence on one of these days?
Note: There are 3 correct answers to this question.

- A. Set the counting rules to include 50% quota multiplier for days.
- B. Set the counting rules to query the different holiday classes.
- C. Set the deduction rules to query the different holiday classes.
- D. Set the counting rules to include 50% quota multiplier for hours.
- E. Set the counting rules to query different conditions for the current day.

Answer: A,B,E

NEW QUESTION # 42

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