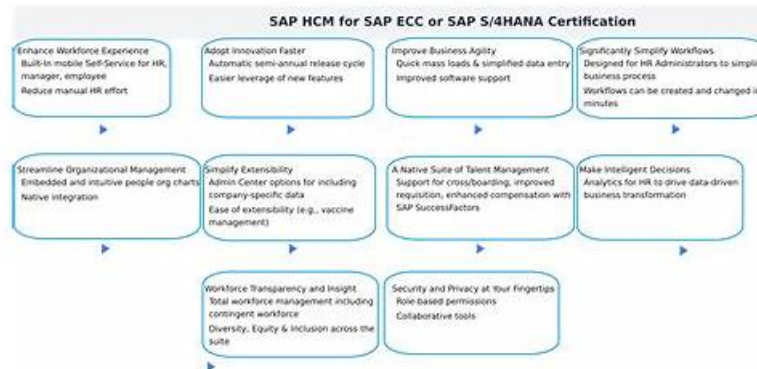


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q48-Q53):

NEW QUESTION # 48

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

Answer: C,D,E

NEW QUESTION # 49

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI EVENB
- B. PLOGI ORGA
- C. PLOGI PERSN
- D. PLOGI PLOGI

Answer: C

NEW QUESTION # 50

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Rewrite the Ad Hoc Query definition.
- B. Add the DATA_REQUIRED switch to the InfoSet.
- C. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- D. Use the filter function to search for the personnel area.

Answer: B

NEW QUESTION # 51

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should you recommend?

- A. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.
- B. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
- C. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- D. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.

Answer: B

NEW QUESTION # 52

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- B. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).
- C. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- D. Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).

Answer: D

NEW QUESTION # 53

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