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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q72-Q77):

### NEW QUESTION # 72

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

**Answer: B**

#### NEW QUESTION # 73

During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output. Which items would you check to find out why?

Note: There are 2 correct answers to this question.

- A. ITO000 (Personnel Actions) for incorrect employment status
- B. ITO001 (Organizational Assignment) for incorrect payroll area assignment
- C. ITO008 (Basic Pay) for incorrect pay scale type/area assignment
- D. Payroll control record for incorrect personnel numbers

**Answer: A,B**

#### NEW QUESTION # 74

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

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

**Answer: A**

#### NEW QUESTION # 75

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule?

Note: There are 3 correct answers to this question.

- A. Adjustment rule
- B. Time wage type selection rule
- C. Processing class 01 rule
- D. Final processing rule
- E. Cumulation rule

**Answer: A,E**

#### NEW QUESTION # 76

Which groupings are used to define the most important control indicators for Time and Payroll?

- A. Employee Group and Employee Subgroup
- B. Personnel Area and Employee Group
- C. Personnel Subarea and Employee Subgroup
- D. Personnel Area and Personnel Subarea

**Answer: C**

#### NEW QUESTION # 77

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