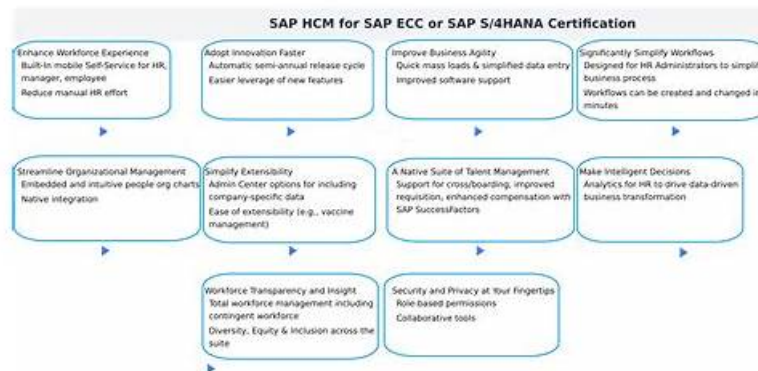


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q33-Q38):

NEW QUESTION # 33

What is the first step when creating department and reporting structures?

- A. Create the job catalog.
- **B. Create the root organizational unit.**
- C. Create the company code.
- D. Create the chief position.

Answer: B

NEW QUESTION # 34

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

Answer: B

NEW QUESTION # 35

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

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

Answer: B

NEW QUESTION # 36

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. GCY X014
- B. MULTI NRA
- C. DIVID ARN
- **D. RTE=TSDIVP**

Answer: D

NEW QUESTION # 37

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- **A. Qualifications**
- **B. Dislikes**
- C. Locations
- **D. Potentials**
- E. Schedules

Answer: A,B,D

NEW QUESTION # 38

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