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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q57-Q62):

NEW QUESTION # 57

Within a client, what is the correct sequence of steps for configuring the enterprise structure?

- A. Create Payroll Area → Create Employee Group → Create Employee Subgroup
- **B. Create Company Code → Create Personnel Area → Create Personnel Subarea**
- C. Create Personnel Area → Create Personnel Subarea → Create Payroll Area
- D. Create Personnel Area → Create Personnel Subarea → Create Country Groupings

Answer: B

NEW QUESTION # 58

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- **A. Configure a termination action and define reasons for the action type.**
- B. Configure a termination action and assign a subtype to it.
- C. Configure a termination infotype menu and define reasons for the menu.
- D. Configure a termination infogroup and link action reasons to the infogroup.

Answer: A

NEW QUESTION # 59

What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)?

- A. It stores employee-related text documents.
- B. It stores the calculated length of service from the date of hire.
- C. It stores the employee's supervisor.
- **D. It stores values for additional authorization checks.**

Answer: D

NEW QUESTION # 60

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. Off-Cycle Workbench
- **B. HR Process Workbench**
- C. Payroll control record
- D. Interface Toolbox

Answer: B

NEW QUESTION # 61

Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.

- **A. Configure a daily work schedule variant B for the shorter days.**

- B. Configure a daily work schedule with zero planned hours on public holidays.
- **C. Configure a daily work schedule with DWS selection rule 01.**
- D. Create a new period work schedule for half days.

Answer: A,C

NEW QUESTION # 62

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