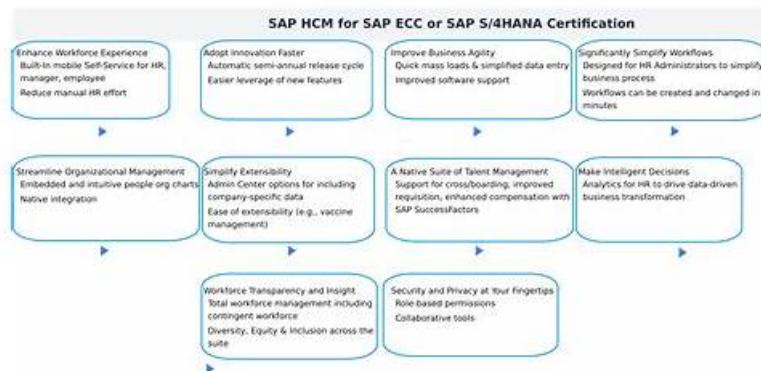


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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q29-Q34):

### NEW QUESTION # 29

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- B. **WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.**
- C. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- D. **WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.**

**Answer: B,D**

### NEW QUESTION # 30

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

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

**Answer: B**

### NEW QUESTION # 31

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- **A. E - The new record cannot be added and the system issues an error message. All collisions are displayed.**
- B. A-The old record is delimited and the new record is created. All collisions are displayed.
- C. W-You can create a new record, but the record remains unchanged. All collisions are displayed.
- D. N-You can create a new record, but the record remains unchanged. Collisions are not displayed.

**Answer: A**

### NEW QUESTION # 32

Which planning statuses are available when creating new organizational objects?

- A. Vacant Approved Obsolete
- B. Planned Submitted Rejected
- **C. Submitted Approved Obsolete**
- D. Submitted Active Vacant

**Answer: C**

### NEW QUESTION # 33

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

- A. Determination of the country for which the payroll will be processed
- B. Locking and setting the limit for simulation runs so testing can take place
- **C. Definition of the earliest possible retroactive accounting date for each payroll area**
- D. Control and tracking of the individual stages of the payroll processing
- **E. Locking master and time data so current or past changes cannot be made during the payroll process**

**Answer: C,D,E**

### NEW QUESTION # 34

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