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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q15-Q20):

NEW QUESTION # 15
A customer wants to pay a cost of living allowance valued at between 2% and 5% of an employee's basic pay.
How would you configure the wage type?

- A. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).
- B. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).
- C. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Answer: C

NEW QUESTION # 16
The SAP Human Capital Management system stores all employee master data in infotype records.
What can you use to process infotype records?
Note: There are 3 correct answers to this question.

- A. Fast entry
- B. Initial entry maintenance
- C. Single screen maintenance
- D. Personnel actions
- E. Overview entry

Answer: A,C,D

NEW QUESTION # 17
A customer has created a customer-specific internal object in Organizational Management.
How can you customize the relationships between the new object and objects delivered by SAP? Note: There are 2 correct answers to this question.

- A. Configure either the A or B relationship.
- B. Add your new object type to the customer specific table.
- C. Create an allowed relationship between objects.
- D. Configure both the A and B relationships.

Answer: C,D

NEW QUESTION # 18
A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota.
How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement?
Note: There are 2 correct answers to this question.

- A. Assign screen 2001 for quota deduction.
- B. Leave both the minimum and maximum duration fields blank.
- C. Assign a fraction of a day in the minimum duration field.
- D. Leave the minimum duration field blank and enter 999 for the maximum duration limit.

Answer: A,C

NEW QUESTION # 19
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. Time wage type selection rule
- B. Cumulation rule
- C. Adjustment rule
- D. Final processing rule
- E. Processing class 01 rule

Answer: B,C

NEW QUESTION # 20
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