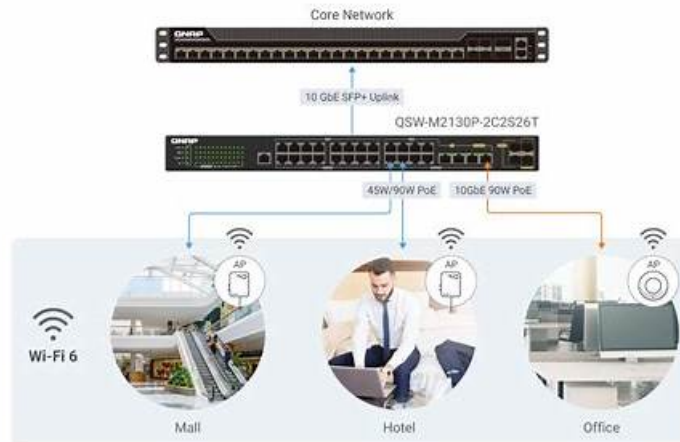


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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q36-Q41):

### NEW QUESTION # 36

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

- A. By choosing a different evaluation path from the "Goto" button
- B. By adding different profiles to your user parameters in SU3
- C. By using the Column configuration button
- D. By choosing the "Search Term" function

**Answer: A**

**NEW QUESTION # 37**

Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

Note: There are 3 correct answers to this question.

- A. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- B. The organizational structure has been developed for the company.
- C. The employee holds the "chief position" of an organizational unit.
- D. The organization grants access through web services.
- E. The employee has an active user ID assigned on IT0105 (Communication).

**Answer: B,C,E**

**NEW QUESTION # 38**

A customer requires a report for employees with qualifications according to personnel area.

How can you restrict the output to display only employees who actually have qualifications?

- A. Add the SPLIT\_DATA\_REQUIRED switch to the InfoSet.
- B. Rewrite the Ad Hoc Query definition.
- C. Add the DATA\_REQUIRED switch to the InfoSet.
- D. Use the filter function to search for the personnel area.

**Answer: C**

**NEW QUESTION # 39**

What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Percentages for alternative cost distribution
- B. Default values of work schedule data
- C. Pay grade, pay scale or direct valuation
- D. New relationships with other organizational objects

**Answer: C**

**NEW QUESTION # 40**

Which SAP Human Capital Management structures are used to control work schedule rule permissibility on the Planned Working Time infotype (IT0007)? Note: There are 2 correct answers to this question.

- A. Enterprise
- B. Payroll
- C. Organization
- D. Personnel

**Answer: A,D**

**NEW QUESTION # 41**

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