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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q73-Q78):

NEW QUESTION # 73

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- B. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- **C. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).**
- D. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.

Answer: C

NEW QUESTION # 74

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V_T582A (Infotype Attributes)?

- **A. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.**
- B. Set the Time Constraint indicator to allow for processing changes from previous periods.
- C. Set the List Time Periods indicator to record changes in previous periods.
- D. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.

Answer: A

NEW QUESTION # 75

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI ORGA
- B. PLOGI PLOGI
- **C. PLOGI PERSN**
- D. PLOGI EVENB

Answer: C

NEW QUESTION # 76

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- **A. To filter by negative selections**
- **B. To create intersections or unions**
- C. To choose reporting output fields
- D. To analyze trends

Answer: A,B

NEW QUESTION # 77

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

Answer: B,C

NEW QUESTION # 78

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