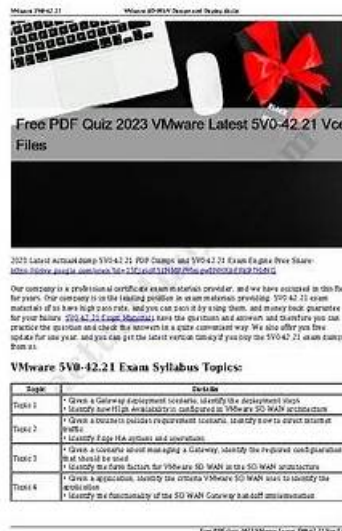


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Section	Objectives
SAP HCM Overview and Integration	- Integration with SAP ECC and SAP S/4HANA - SAP HCM architecture and components - Business process overview in HCM
Payroll Basics	- Payroll schema and process overview - Wage type processing

Organizational Management	- Evaluation paths and reporting structure - Enterprise and organizational structure - Organizational plan maintenance
Reporting and Analytics	- HR analytics and evaluation tools - Standard HCM reports
Time Management	- Time evaluation and time manager workplace - Time recording configuration
Personnel Administration and Master Data	- Employee master data configuration - Personnel actions and infotypes

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

NEW QUESTION # 36

Which views are available in the Time Manager's Workplace?

- A. Team View, One Day View, and Detail Maintenance
- B. Expert Mode, Team View, and Detail Maintenance
- C. Multi-Day, Multi-Person, and One Day View
- D. Detail Maintenance, Expert Mode, and Multi-Person

Answer: C

NEW QUESTION # 37

You need to outline the payroll process for the end users in a company.

What is the correct sequence of steps?

- A. Release for Payroll → Release for Corrections → Exit → Check Results
- B. Release for Simulation → Check Results → Release for Corrections → Exit
- C. Release for Payroll → Release for Corrections → Check Results → Exit
- D. Release for Simulation → Release for Payroll → Exit → Check Results

Answer: D

NEW QUESTION # 38

Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)
- B. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)
- C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)

Answer: A

NEW QUESTION # 39

Which planning statuses are available when creating new organizational objects?

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

Answer: B

NEW QUESTION # 40

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

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

Answer: B,D

NEW QUESTION # 41

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