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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q14-Q19):

### NEW QUESTION # 14

Which characteristics can be assigned to a wage type in table T511 (Wage Type Characteristics)? Note: There are 3 correct answers to this question.

- A. Employee subgroup grouping for personnel calculation rule
- B. Indirect valuation module
- C. Rewritable
- D. Processing class
- E. Operation indicator (deduction wage type)

Answer: B,D,E

### NEW QUESTION # 15

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. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- B. Include a constant, daily vacation bonus in the payroll run 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. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).

Answer: C

### NEW QUESTION # 16

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

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

Answer: A

### NEW QUESTION # 17

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

Answer: B,D

### NEW QUESTION # 18

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be

processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- **C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.**
- D. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.

**Answer: C**

## NEW QUESTION # 19

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