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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q71-Q76):

NEW QUESTION # 71

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- A. Configure a termination action and define reasons for the action type.
- B. Configure a termination infotype menu and define reasons for the menu.
- C. Configure a termination action and assign a subtype to it.
- D. Configure a termination infogroup and link action reasons to the infogroup.

Answer: A

NEW QUESTION # 72

A customer wants to implement the mini master for minimal time management. Which of the following infotypes are among those required?

- A. IT0001 (Organization Assignment) and IT0002 (Personal Data)
- B. IT0002 (Personal Data) and IT2012 (Time Transfer Specifications)
- C. IT2010 (Employee Remuneration Information) and IT2012 (Time Transfer Specifications)
- D. IT0001 (Organization Assignment) and IT0315 (Time Sheet Defaults)

Answer: A

NEW QUESTION # 73

A customer is concerned that WPBP splits on the IT input table may lead to overpayments. What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- B. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- C. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- D. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

Answer: B,C

NEW QUESTION # 74

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. Personnel
- D. Organization

Answer: A,C

NEW QUESTION # 75

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME). What are the four main areas of the hierarchy framework in PPOME?

- A. Object area, Tools area, Overview area, Infotype area
- B. Menu area, Object area, Overview area, Infotype area
- C. Search area, Selection area, Overview area, Detail area

- D. Tools area, Search area, Overview area, Detail area

Answer: C

NEW QUESTION # 76

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