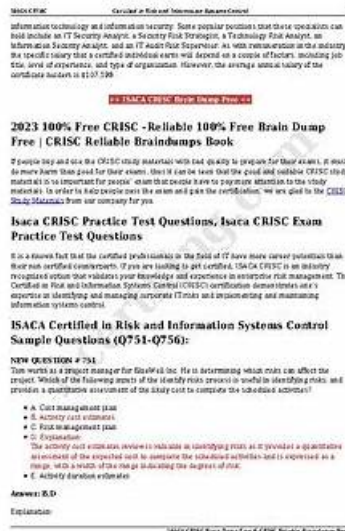


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## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q59-Q64):**

### **NEW QUESTION # 59**

A customer wants to use relationships to accurately depict their organizational structure. Which are standard relationships between organizational objects?

Note: There are 2 correct answers to this question.

- A. A Position (S) can be described by multiple Jobs (C).
- **B. A Job (C) can describe multiple Positions (S).**
- C. A Position (S) can belong to multiple Organizational Units (O).
- **D. An Organizational Unit (O) can incorporate multiple Positions (S).**
- E. An Organizational Unit (O) can incorporate multiple Jobs (C).

**Answer: B,D**

### **NEW QUESTION # 60**

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

**Answer: A,D**

### **NEW QUESTION # 61**

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

**Answer: A,B,D**

### **NEW QUESTION # 62**

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule?

Note: There are 3 correct answers to this question.

- A. Final processing rule
- B. Processing class 01 rule
- **C. Adjustment rule**

- D. Time wage type selection rule
- E. Cumulation rule

Answer: C,E

#### NEW QUESTION # 63

A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need.

Which criteria do you consider to complete this task?

Note: There are 2 correct answers to this question.

- A. The pay period dates
- B. The number of company codes
- C. The pay frequencies
- D. The kind of employees (salaried, hourly)
- E. The number of days in work schedule rules

Answer: A,C

#### NEW QUESTION # 64

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