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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q80-Q85):

NEW QUESTION # 80
Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- A. In the Country Assignment
- B. In the Structure
- C. In the Administrative Data
- D. In the InfoSet

Answer: B

NEW QUESTION # 81
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 infotype menu and define reasons for the menu.
- B. Configure a termination action and assign a subtype to it.
- C. Configure a termination infogroup and link action reasons to the infogroup.
- D. Configure a termination action and define reasons for the action type.

Answer: D

NEW QUESTION # 82
A customer needs to make significant modifications to their existing organizational structure.
How would you proceed?

- A. Create an evaluation path with a new plan version.
- B. Copy the enterprise structure into a new plan version and make the adjustments.
- C. Copy the current personnel structure into a new plan version and make the adjustments.
- D. Copy the current organizational plan into a new plan version and make the adjustments.

Answer: D

NEW QUESTION # 83
Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- A. Change the existing record effective July 1st.
- B. Create a new record effective July 1st and delete the old record.
- C. Copy and update the existing record effective July 1st.
- D. Create a new record effective July 1st.
- E. Execute a change of pay action.

Answer: C,D,E

NEW QUESTION # 84

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. Adjustment rule
- C. Processing class 01 rule
- D. Cumulation rule
- E. Time wage type selection rule

Answer: B,D

NEW QUESTION # 85

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