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

NEW QUESTION # 36

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

Answer: B

NEW QUESTION # 37

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement?

Note: There are 2 correct answers to this question.

- A. Leave the minimum duration field blank and enter 999 for the maximum duration limit.
- **B. Assign screen 2001 for quota deduction.**
- C. Leave both the minimum and maximum duration fields blank.
- **D. Assign a fraction of a day in the minimum duration field.**

Answer: B,D

NEW QUESTION # 38

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 with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- **D. 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.**

Answer: D

NEW QUESTION # 39

A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization.

How can you achieve this?

- A. Set up an Infotype menu for fast data entry.
- B. Maintain the ADDR5 feature to determine screen control for foreign addresses.
- **C. Adjust the screen modifications in the Infotype Screen Control table.**
- D. Configure multiple header definition settings for use on the Header Structure per Infotype table.

Answer: C

NEW QUESTION # 40

What can employees do using the standard Employee Self-Service?

- A. Change their position title.
- B. Change their work schedule rule.
- **C. Change their permanent address.**
- D. Change their office location.

Answer: C

NEW QUESTION # 41

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