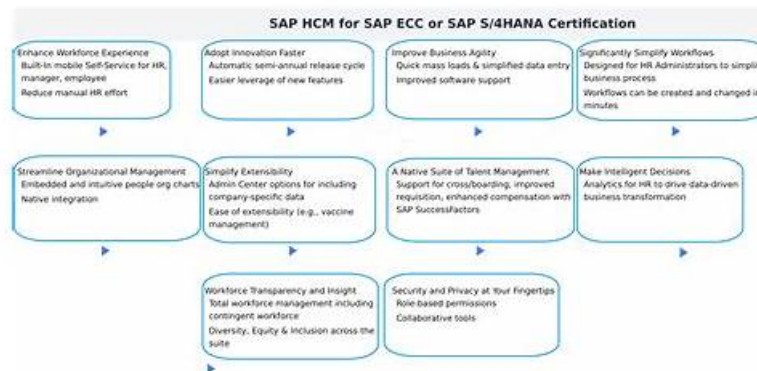


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q71-Q76):

NEW QUESTION # 71

A customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- A. Ad Hoc Query
- B. InfoSet Query
- C. Human Resource Information System (HIS) Query
- D. Business Warehouse (BW) Query

Answer: D

NEW QUESTION # 72

Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.

- A. Configure a daily work schedule variant B for the shorter days.
- B. Configure a daily work schedule with DWS selection rule 01.
- C. Configure a daily work schedule with zero planned hours on public holidays.
- D. Create a new period work schedule for half days.

Answer: A,B

NEW QUESTION # 73

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI PERSN
- B. PLOGI PLOGI
- C. PLOGI ORGA
- D. PLOGI EVENB

Answer: A

NEW QUESTION # 74

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. N-You can create a new record, but the record remains unchanged. Collisions are not displayed.
- B. W-You can create a new record, but the record remains unchanged. All collisions are displayed.
- C. E - The new record cannot be added and the system issues an error message. All collisions are displayed.
- D. A-The old record is delimited and the new record is created. All collisions are displayed.

Answer: C

NEW QUESTION # 75

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

- A. Modif2 and the table V_T510J (Constant valuations)
- B. ModifW and the table V_T539J (Base wage type valuation)
- C. Modif4 and the table V_T510S (Time wage type selection)
- D. ModifA and the table V_T554C (Absence valuation)

Answer: A

NEW QUESTION # 76

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