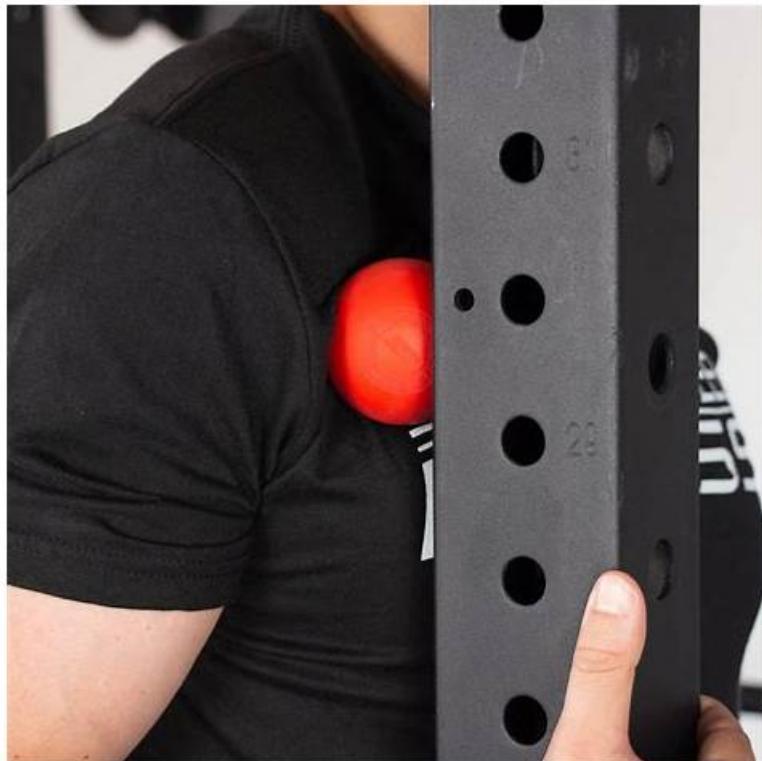


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## **SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q42-Q47):**

### **NEW QUESTION # 42**

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.

Which operations must be included in your rule?

- A. AVERA and DIVID

- B. ELIMI and ADDWT
- C. ELIMI and MULTI
- D. ROUND and ADDWT

**Answer: B**

#### **NEW QUESTION # 43**

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. Modif W and the table V\_T539J (Base wage type valuation)
- B. **Modif2 and the table V\_T510J (Constant valuations)**
- C. Modif 4 and the table V\_T510S (Time wage type selection)
- D. Modif A and the table V\_T554C (Absence valuation)

**Answer: B**

#### **NEW QUESTION # 44**

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA).

Which values can be imported from OM into PA?

Note: There are 3 correct answers to this question.

- A. Work Schedule Rule on IT0007 (Planned Working Time)
- B. Planned Compensation on IT0008 (Basic Pay)
- C. Employee Subgroup on IT0001 (Organizational Assignment)
- D. **Cost Center on IT0001 (Organizational Assignment)**
- E. Weekly Working Hours on IT0007 (Planned Working Time)

**Answer: A,B,D**

#### **NEW QUESTION # 45**

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

Note: There are 3 correct answers to this question.

- A. **As a field for decisions for default values**
- B. As a field to determine the holiday calendar
- C. **As a field in authorization checks**
- D. As a field to determine absence and attendance types
- E. **As a selection criterion for reporting**

**Answer: A,C,E**

#### **NEW QUESTION # 46**

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. Payroll control record
- B. Interface Toolbox
- C. **HR Process Workbench**
- D. Off-Cycle Workbench

**Answer: C**

## NEW QUESTION # 47

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