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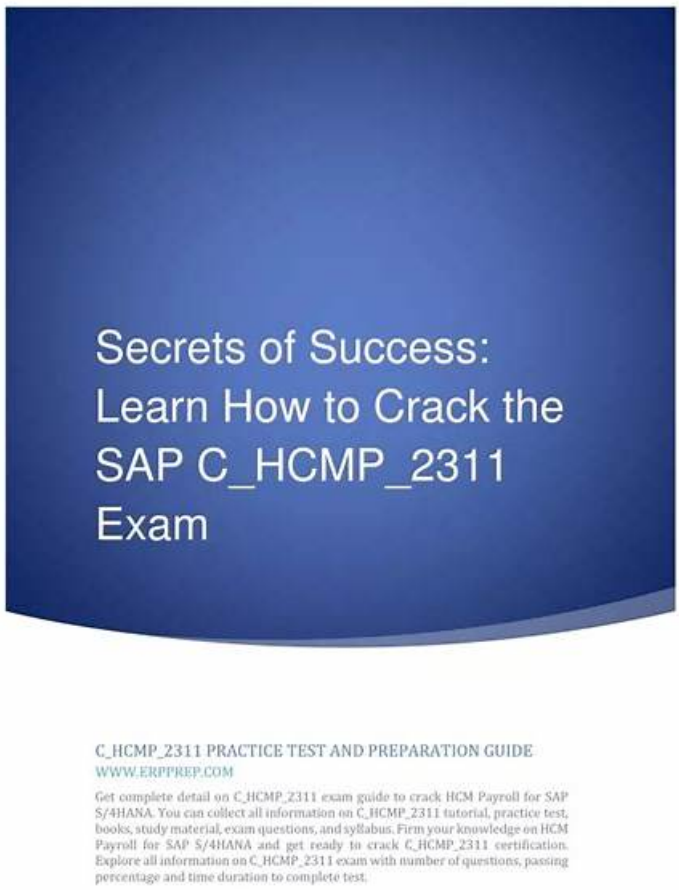

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SAP C_HCMP_2311 Exam Syllabus Topics:

Topic	Details
Topic 1	• Payroll Factoring: It discusses how to establish settings for factoring payrolls. Details on configuring eligibility options, repayment terms, fees, and integrations with factoring services are also focal points of this topic.
Topic 2	• Wage Type and Absence Valuations: This topic focuses on techniques to evaluate compensation structures.
Topic 3	• Payroll Basics: This topic focuses on the foundational concepts which are effective for payroll management. It discusses procedural steps which ensure clarity and ease in navigating the payroll process.
Topic 4	• Basic Payroll Elements: This section will provide an overview of fundamental payroll elements such as gross wages, different voluntary and required deductions, as well as net pay. Key elements that impact these calculations like pay types, exemptions, tax rates, and contribution limits may also be explained in this topic.

SAP Certified Application Associate - SAP HCM Payroll for SAP S/4HANA Sample Questions (Q19-Q24):

NEW QUESTION # 19
What can be included in an average calculation rule? Note: There are 3 correct Answers to this question.

- A. Final processing
- B. Function PARTT
- C. Modifier groupings
- D. Relevant average period
- E. Cumulation rules

Answer: A,D,E

Explanation:
In SAP HCM Payroll for SAP S/4HANA, an average calculation rule is used to determine the average value for a specific wage type or set of wage types over a defined period. The average calculation rule can include several components:
Cumulation rules: These are used to define how the wage types are cumulated over the average calculation period1.
Relevant average period: This defines the period over which the average is calculated. It could be a fixed period (e.g., the last three months) or a variable period (e.g., the period of employment)2.
Final processing: This is used to finalize the calculation of the average, such as rounding off the average value1.
Function PARTT and Modifier groupings are not typically included in an average calculation rule in SAP HCM Payroll for SAP S/4HANA.
References =

NEW QUESTION # 20
Which scenarios cause factoring to occur when they happen in the middle of a pay period? Note: There are 2 correct Answers to this question.

- A. A different work schedule rule is assigned.
- B. A new main bank record is created.
- C. An employee's name is updated.
- D. An employee has a basic pay change.

Answer: A,D

NEW QUESTION # 21
You want to calculate partial period factors including unpaid absences in work days for all counting classes. What variable do you use?

- A. KAU**
- B. AAU**
- C. SAP02
- D. SAP**

Answer: A

NEW QUESTION # 22
Which elements can you use to build wage type selection rules? Note: There are 2 correct Answers to this question.

- A. Work schedule rule
- B. Conditions for the day
- C. XMOD grouping
- D. Processing type

Answer: B,C

NEW QUESTION # 23
To include absence hours in the PARTA table, what must be defined in absence valuation rules?

- A. As-if principle
- B. Day rule
- C. Counting class
- D. Wage type

Answer: D

Explanation:
Absences are processed during regular payroll runs using country-specific schemas. The absence valuation is carried out by the rule I015. This procedure consists in the multiplication of the number of the wage types generated from the function PAB by their amount per unit and it is showed in the internal table of the IT payroll1. Therefore, to include absence hours in the PARTA table, the wage type must be defined in absence valuation rules. References =
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NEW QUESTION # 24
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