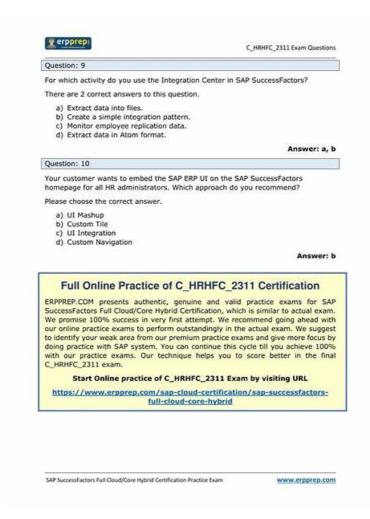
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SAP C HCMP 2311 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	Personnel Calculation Rules: In the topic of Personnel Calculation Rules, questions related to payroll processing are present. These questions may focus on taxes and wages.
Topic 3	Payroll Processes: It delves into essential steps involved in processing payroll. Details on tasks like calculating hours, applying rates, determining deductions, and distributing wages will be covered in this exam section.

Topic 4

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.

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

NEW QUESTION #80

Which functions use MODIF A to evaluate absences?

- A. WPBP
- B. RAB
- C. P2001
- D. PAB

Answer: B

Explanation:

The function that uses MODIF A to evaluate absences in SAP is RAB1. This operation is part of the payroll process and is used to control access to the table Absence Valuation during absence valuation. MODIF A specifies which employee subgroup groupings in which table entries the system must take into account for absence valuation1.

NEW QUESTION #81

What does operation ELIMI do in a personnel calculation rule (PCR)?

- A. It adds up wage types.
- B. It divides two fields in the current entry and places the result in a third field.
- C. It sets the time period indicators.
- D. It prepares wage types for accumulation.

Answer: D

Explanation:

The operation ELIMI in a personnel calculation rule (PCR) is used to eliminate period indicators (split indicators) for the wage type in the current work entry. This operation prepares the way for combining the values stored in wage types which up to this point were distinct 1. References =

https://community.sap.com/t5/enterprise-resource-planning-blogs-by-members/payroll-operations/ba-p/13241690

NEW QUESTION #82

Which options do you have to assign a constant valuation basis to the time wage type? Note: There are 2 correct Answers to this question.

- A. 01
- B. TG

- C. 02
- D. K

Answer: A,D

Explanation:

To assign a constant valuation basis to the time wage type, you need to use the valuation basis indicator in the table T512W (Valuation of Wage Types).

The valuation basis indicator determines how the system calculates the rate for the time wage type. It can be one of the following values: K, 01, 02, 03, 04, 05, 06, 07, 08, 09, 10, 11, 12, 13, 14, 15, 16, 17,

18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48...

NEW QUESTION #83

You are working in an international accounting protocol of SAP with functions and tables. Which of the following is both a function and a table?

- A. GENPS
- B. COPY
- C. WPBP
- D. PIT

Answer: C,D

Explanation:

In SAP HCM Payroll for SAP S/4HANA, WPBP is both a function and a table. As a function, WPBP (Import work center and basic pay data) is used to transfer master data on the work center and basic pay for the payroll period to internal table WPBP1. The basic pay wage types are stored in the internal table IT1. If all the fields of the table WPBP are the same during the entire payroll period, this table will contain one record1. As a table, WPBP is filled by the infotypes Actions (0000), Organizational Assignment (0001), Planned Working Time (0007), Basic Pay (0008), and Cost Distribution (0027). It contains important organizational and payment-relevant data, and different partial period parameters2.

References = Understanding functions in Payroll Schemas - SAP Community, Internal Tables for Payroll - SAP Help Portal

NEW QUESTION #84

Which variable do you use to import an employee's actual planned working time for each partial period?

- A. KDIVP
- B. SDIVP
- C. ADIVP
- D. ASOLL
- E. SSOLL
- F. KSOLLG. *KDIVI
 - *ADIVI
 - *SDIVI
 - J: *KAU**
 - *AAU**
 - *SAU**

Answer: C

Explanation:

To import an employee's actual planned working time for each partial period, you need to use the variable ASOLL. This variable contains the planned working time in hours for the current partial period. The system calculates this value based on the work schedule rule and the employment percentage entered in the Planned Working Time infotype (0007). The variable ASOLL is used to determine the partial period factor, which is the ratio of the employee's actual planned working time to the full-time planned working time for the same period. The partial period factor is used to prorate the employee's pay and benefits for the partial period. References = Planned Working Time Infotype (0007), Time Evaluation

NEW QUESTION #85

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