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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q15-Q20):

NEW QUESTION # 15

What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To value the annual salary
- B. To default pay grades and levels
- C. To default wage type amounts
- D. To default wage types

Answer: C

NEW QUESTION # 16

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment
- B. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment
- C. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- D. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment

Answer: A

NEW QUESTION # 17

Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

Note: There are 3 correct answers to this question.

- A. The employee has an active user ID assigned on IT0105 (Communication).
- B. The organizational structure has been developed for the company.
- C. The employee holds the "chief position" of an organizational unit.
- D. The organization grants access through web services.
- E. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).

Answer: A,B,C

NEW QUESTION # 18

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

Answer: A

NEW QUESTION # 19

A customer wants to pay a cost of living allowance valued at between 2% and 5% of an employee's basic pay.

How would you configure the wage type?

- A. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).
- B. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- C. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Answer: B

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