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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q21-Q26):

NEW QUESTION # 21

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What do you need to configure to enable this?

- A. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- **C. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).**
- D. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).

Answer: C

NEW QUESTION # 22

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

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

Answer: B

NEW QUESTION # 23

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- **A. Processing class 03 queried in personnel calculation rule X020**
- B. Processing class 20 queried in personnel calculation rule XPPF
- C. Processing class 01 queried in personnel calculation rule X010
- D. Processing class 10 queried in personnel calculation rule XVAL

Answer: A

NEW QUESTION # 24

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries.

How can you ensure that each time administrator only has access to the functions they require?

Note: There are 2 correct answers to this question.

- **A. Assign different profiles in feature PINCH.**
- B. Assign administrators to different administrator groups in table T526.
- C. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- **D. Create different profiles for each time entry requirement in Customizing.**

Answer: A,D

NEW QUESTION # 25

Which feature should be used to default wage types on IT0008 (Basic Pay)?

- A. ARPBL
- **B. LGMST**
- C. PINCH
- D. TARIF

Answer: B

NEW QUESTION # 26

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