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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q40-Q45):

NEW QUESTION # 40

Which groupings are used to define the most important control indicators for Time and Payroll?

- A. Personnel Subarea and Employee Subgroup
- B. Personnel Area and Employee Group
- C. Employee Group and Employee Subgroup
- D. Personnel Area and Personnel Subarea

Answer: A

NEW QUESTION # 41

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

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

Answer: B

NEW QUESTION # 42

Which characteristics can be assigned to a wage type in table T511 (Wage Type Characteristics)? Note: There are 3 correct answers to this question.

- A. Employee subgroup grouping for personnel calculation rule
- **B. Indirect valuation module**
- C. Rewritable
- **D. Operation indicator (deduction wage type)**
- **E. Processing class**

Answer: B,D,E

NEW QUESTION # 43

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- B. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- **C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.**
- D. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.

Answer: C

NEW QUESTION # 44

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. N- You can create a new record, but the record remains unchanged. Collisions are not displayed.
- B. W- You can create a new record, but the record remains unchanged. All collisions are displayed.
- C. A- The old record is delimited and the new record is created. All collisions are displayed.
- **D. E - The new record cannot be added and the system issues an error message. All collisions are displayed.**

Answer: D

NEW QUESTION # 45

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