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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q71-Q76):

NEW QUESTION # 71

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? Note: There are 3 correct answers to this question.

- A. Create a new record effective July 1st.
- B. Copy and update the existing record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Change the existing record effective July 1st.
- E. Execute a change of pay action.

Answer: A,B,E

NEW QUESTION # 72

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA).

Which values can be imported from OM into PA?

Note: There are 3 correct answers to this question.

- A. Planned Compensation on IT0008 (Basic Pay)
- B. Weekly Working Hours on IT0007 (Planned Working Time)
- C. Employee Subgroup on IT0001 (Organizational Assignment)
- D. Cost Center on IT0001 (Organizational Assignment)
- E. Work Schedule Rule on IT0007 (Planned Working Time)

Answer: A,D,E

NEW QUESTION # 73

What can employees do using the standard Employee Self-Service?

- A. Change their position title.
- B. Change their office location.
- C. Change their work schedule rule.
- D. Change their permanent address.

Answer: D

NEW QUESTION # 74

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

Answer: A

NEW QUESTION # 75

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read

from IT0008 and stored on the PARTT table?

- A. MULTI NRA
- **B. RTE=TSDIVP**
- C. DIVID ARN
- D. GCY X014

Answer: B

NEW QUESTION # 76

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