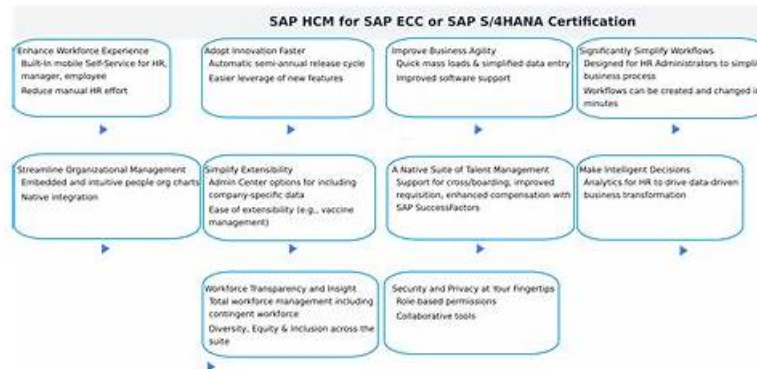


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## SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q79-Q84):

### NEW QUESTION # 79

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Paid holidays and pay date
- **B. Pay date and pay frequency**
- C. Pay frequency and paid holidays
- D. Payroll schema and period parameter

**Answer: B**

### NEW QUESTION # 80

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 ANSAL and an amount on V\_T510 (Pay Scale Groups).
- B. Assign the indirect valuation module TARIF and an amount on V\_T510 (Pay Scale Groups).
- C. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).

**Answer: C**

#### NEW QUESTION # 81

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).  
What is the employee group used for?

Note: There are 3 correct answers to this question.

- A. As a field in authorization checks
- B. As a selection criterion for reporting
- C. As a field to determine the holiday calendar
- D. As a field for decisions for default values
- E. As a field to determine absence and attendance types

**Answer: A,B,D**

#### NEW QUESTION # 82

A customer wants to implement the mini master for minimal time management.  
Which of the following infotypes are among those required?

- A. IT2010 (Employee Remuneration Information) and IT2012 (Time Transfer Specifications)
- B. IT0002 (Personal Data) and IT2012 (Time Transfer Specifications)
- C. IT0001 (Organization Assignment) and IT0315 (Time Sheet Defaults)
- D. IT0001 (Organization Assignment) and IT0002 (Personal Data)

**Answer: D**

#### NEW QUESTION # 83

Which views are available in the Time Manager's Workplace?

- A. Team View, One Day View, and Detail Maintenance
- B. Multi-Day, Multi-Person, and One Day View
- C. Expert Mode, Team View, and Detail Maintenance
- D. Detail Maintenance, Expert Mode, and Multi-Person

**Answer: B**

#### NEW QUESTION # 84

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