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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q34-Q39):

NEW QUESTION # 34

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

Answer: B

NEW QUESTION # 35

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

Answer: C

NEW QUESTION # 36

A customer needs to assign different public holiday calendars in their work schedule configuration. To which part of the HR structure is the public holiday calendar assigned?

- A. Personnel structure
- B. Employee structure
- **C. Enterprise structure**
- D. Organizational structure

Answer: C

NEW QUESTION # 37

Which SAP Human Capital Management structures are used to control work schedule rule permissibility on the Planned Working Time infotype (IT0007)? Note: There are 2 correct answers to this question.

- **A. Enterprise**
- **B. Personnel**
- C. Organization
- D. Payroll

Answer: A,B

NEW QUESTION # 38

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM?

Note: There are 3 correct answers to this question.

- A. Capacity Planning
- **B. Workforce Process Management**
- **C. End User Service Delivery (MSS/ESS)**
- D. Task and Resource Management
- **E. Talent Management**

Answer: B,C,E

NEW QUESTION # 39

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