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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q47-Q52):

NEW QUESTION # 47

What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The valid pay scale group and levels for each employee
- B. The permissible wage types for infotype 0008 (Basic Pay)
- C. The valuation bases wage type for both hourly and salaried employees
- D. The valid pay grade for each employee

Answer: C

NEW QUESTION # 48

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

- A. By choosing the "Search Term" function
- B. By using the Column configuration button
- C. By adding different profiles to your user parameters in SU3
- D. By choosing a different evaluation path from the "Goto" button

Answer: D

NEW QUESTION # 49

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

Answer: A,C,E

NEW QUESTION # 50

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. Ad Hoc Query
- B. Report Writer
- C. ABAP List Viewer
- D. SAP Query

Answer: C,D

NEW QUESTION # 51

How can set operations be used in Ad Hoc Query? Note: There are 2 correct answers to this question.

- A. To filter by negative selections
- B. To choose reporting output fields
- C. To create intersections or unions
- D. To analyze trends

Answer: A,C

NEW QUESTION # 52

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