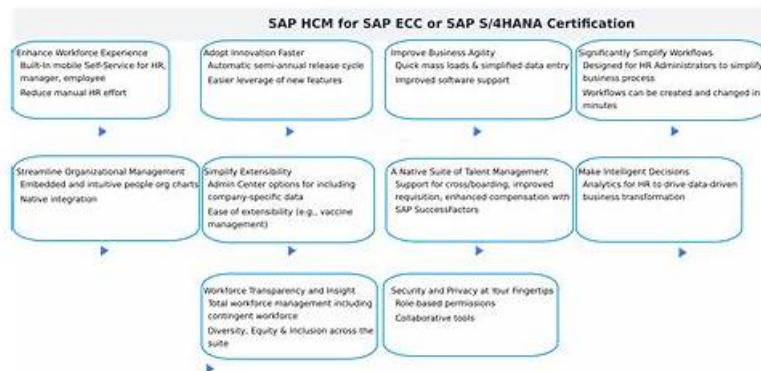


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q41-Q46):

NEW QUESTION # 41

Your customer has a group of HR administrators that do not have access to the Actions infotype (IT0000) but are required to update specific information such as address, e-mail, bank account, and family members. How can the administrators update this information?

- A. Use Maintain HR Master Data (PA30) to update each infotype.
- B. Use Personnel Action (PA40) to display all the infotypes to be updated.
- C. Run report RHINTE00 to update the master data records.
- D. Use the ad-hoc query report to mass update to the master data records.

Answer: A

NEW QUESTION # 42

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 payroll processing so they are included in regular and retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- C. 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.
- D. **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.**

Answer: D

NEW QUESTION # 43

You are developing an InfoSet for a Time Management report.

Which logical database should you select?

- A. OPLOGI
- B. PCH
- C. PAP
- D. **PNPCE**

Answer: D

NEW QUESTION # 44

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 # 45

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

- A. Modif A and the table V_T554C (Absence valuation)
- B. Modif W and the table V_T539J (Base wage type valuation)
- C. Modif 4 and the table V_T510S (Time wage type selection)
- D. **Modif2 and the table V_T510J (Constant valuations)**

Answer: D

NEW QUESTION # 46

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