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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q14-Q19):

NEW QUESTION # 14

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- A. New working time
- B. Different holiday calendar
- C. Different payment according to position
- D. New work schedule rule

Answer: A

NEW QUESTION # 15

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 SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- 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 TARIF and an amount on V_T510 (Pay Scale Groups).

Answer: C

NEW QUESTION # 16

During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output. Which items would you check to find out why?

Note: There are 2 correct answers to this question.

- A. ITO001 (Organizational Assignment) for incorrect payroll area assignment
- B. ITO000 (Personnel Actions) for incorrect employment status
- C. ITO008 (Basic Pay) for incorrect pay scale type/area assignment
- D. Payroll control record for incorrect personnel numbers

Answer: A,B

NEW QUESTION # 17

Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

Note: There are 3 correct answers to this question.

- A. The organization grants access through web services.
- B. The employee holds the "chief position" of an organizational unit.
- C. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- D. The employee has an active user ID assigned on IT0105 (Communication).
- E. The organizational structure has been developed for the company.

Answer: B,D,E

NEW QUESTION # 18

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes. Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI PERSN
- B. PLOGI EVENB
- C. PLOGI ORGA
- D. PLOGI PLOGI

Answer: A

NEW QUESTION # 19

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