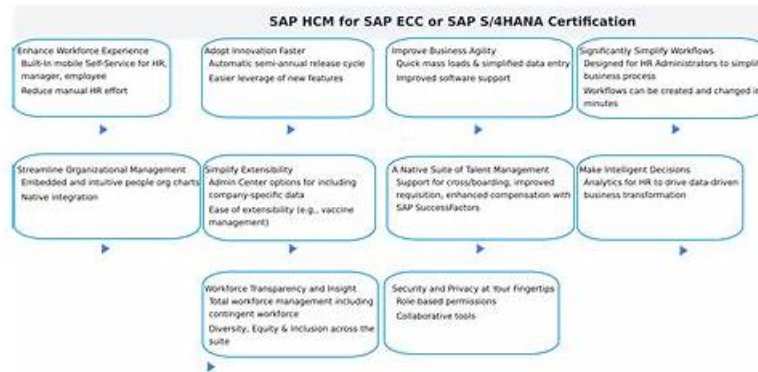


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SAP Certified Associate - SAP HCM for SAP ECC or SAP S/4HANA Sample Questions (Q14-Q19):

NEW QUESTION # 14

What can you assign in an employee's personal development (PD) subprofile?

Note: There are 3 correct answers to this question.

- A. Dislikes
- B. Locations
- C. Qualifications
- D. Schedules
- E. Potentials

Answer: A,C,E

NEW QUESTION # 15

What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To default wage type amounts
- B. To valueate the annual salary
- C. To default pay grades and levels
- D. To default wage types

Answer: A

NEW QUESTION # 16

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. N- You can create a new record, but the record remains unchanged. Collisions are not displayed.
- B. A- The old record is delimited and the new record is created. All collisions are displayed.
- C. W- You can create a new record, but the record remains unchanged. All collisions are displayed.
- D. E - The new record cannot be added and the system issues an error message. All collisions are displayed.

Answer: D

NEW QUESTION # 17

Which functions import HR master data into the payroll run?

Note: There are 3 correct answers to this question.

- A. PTIP
- B. WPBP
- C. PAB
- D. RAB
- E. P2010

Answer: B,C,D

NEW QUESTION # 18

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks.

Which tool is best suited for this?

- A. Interface Toolbox
- B. Payroll control record
- C. HR Process Workbench
- D. Off-Cycle Workbench

Answer: C

NEW QUESTION # 19

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