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SAP C_HCMP_2311 Exam Syllabus Topics:

Topic	Details
Topic 1	Personnel Calculation Rules: In the topic of Personnel Calculation Rules, questions related to payroll processing are present. These questions may focus on taxes and wages.

Topic 2	Payroll Basics: This topic focuses on the foundational concepts which are effective for payroll management. It discusses procedural steps which ensure clarity and ease in navigating the payroll process.
Topic 3	Average Processing: This section will explain how to properly establish settings for determining average pay, hours, or other payroll values over select periods of time. Details on averaging frequency options and configuration of start and end dates used in calculations may also be discussed.
Topic 4	Basic Payroll Elements: This section will provide an overview of fundamental payroll elements such as gross wages, different voluntary and required deductions, as well as net pay. Key elements that impact these calculations like pay types, exemptions, tax rates, and contribution limits may also be explained in this topic.
Topic 5	Payroll Factoring: It discusses how to establish settings for factoring payrolls. Details on configuring eligibility options, repayment terms, fees, and integrations with factoring services are also focal points of this topic.
Topic 6	Payroll Processes: It delves into essential steps involved in processing payroll. Details on tasks like calculating hours, applying rates, determining deductions, and distributing wages will be covered in this exam section.
Topic 7	Time Wage Type Selection: The topic discusses the process of selecting suitable hourly or salary-based wages for different roles. Factors like job requirements, industry standards, and regional norms that guide time wage type choices will be covered.

SAP Certified Application Associate - SAP HCM Payroll for SAP S/4HANA Sample Questions (Q31-Q36):

NEW QUESTION # 31

Which elements can you use to build wage type selection rules? Note: There are 2 correct Answers to this question.

- A. Work schedule rule
- B. Processing type
- C. XMOD grouping
- D. Conditions for the day

Answer: C,D

NEW QUESTION # 32

You want to use the possibilities of counting classes.

Into which types can each counting class be classified? Note: There are 2 correct Answers to this question.

- A. AU
- B. KA
- C. SA
- D. AP

Answer: A,D

Explanation:

AP (Paid Absences): Counting classes designated as 'AP' are used to track paid absences. Calculations using these counting classes will affect an employee's payroll.

AU (Unpaid Absences): Counting classes designated as 'AU' are used to track unpaid absences.

Calculations using these counting classes won't generally impact payroll directly but might affect things like entitlements or reporting.

Why the other options are incorrect:

SA, KA: While 'SA' and 'KA' might be valid counting class types within a specific SAP HCM implementation, they are not standard classifications across all systems.

NEW QUESTION # 33

What is the purpose of the GENAU constant in the standard payroll process?

- A. It increases the accuracy of rounding.
- B. It provides employee groupings for payroll.
- C. It decreases the time for processing payroll.
- D. It removes redundancy from calculations.

Answer: A

NEW QUESTION # 34

What should be the status of the payroll control record if you want to create live posting documents?

- A. Released for payroll
- B. Exit payroll
- C. Check payroll results
- D. Released for correction

Answer: B

Explanation:

When you want to create live posting documents in SAP HCM Payroll for SAP S/4HANA, the status of the payroll control record should be "Exit payroll". This is because the "Exit payroll" status indicates that the payroll process is over and the record can be updated in the account12. References = <https://answers.sap.com/questions/4028753/payroll-control-record-status-while-posting>
<https://community.sap.com/t5/enterprise-resource-planning-q-a/how-to-best-unlock-locked-records-for-payroll/q>

NEW QUESTION # 35

What should be the status of the payroll control record if you want to create live posting documents?

- A. Released for payroll
- B. Exit payroll
- C. Check payroll results
- D. Released for correction

Answer: B

NEW QUESTION # 36

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