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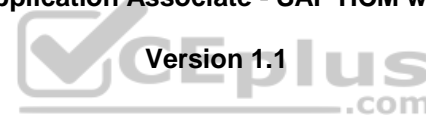
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C\_THR12\_67

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7



## Exam A

**QUESTION 1** The employment percentage for an employee in infotype 0007 (Working Times) is updated. You want to ensure that infotype 0008 (Basic Pay) is presented to the user for verification. How can you accomplish this? (Select two)

- A. Create a dynamic action on infotype 0007
- B. Use feature P0008
- C. Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008D. Implement the logic in user exit ZXPADU01

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

## QUESTION 2

You want to activate activity allocations for time-related data, while disabling cost assignment. Which of the following infotypes should you configure?

- A. IT2004 (Availability)
- B. IT2011 (Time Events)
- C. IT2001 (Absences)
- D. IT2005 (Overtime)

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 3** How is information populated in an SAP E-Recruiting candidate talent pool? (Select three)

- A. Third-party job board services can directly update the talent pool
- B. A candidate uses social media to update their own information
- C. Internal candidates update their own information
- D. A recruiter enters and updates information for external candidates
- E. External candidates update their own information

**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

## QUESTION 4

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

**Correct Answer:** B

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 5**

Some employees leave early on Fridays and are required to enter their absence time. How can you ensure that quotas are not reduced for these types of absences? (Select two)

- A. Set the counting rule conditions to query the period work schedule variant
- B. Set the counting rule conditions to full day absences
- C. Set the counting rule conditions to query certain days
- D. Set the counting rule conditions for partial day absences

**Correct Answer: CD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 6** Which function imports the bonuses for dirty work entered as employee remuneration information?

- A. P2000
- B. P2010
- C. P2015
- D. P2005

**Correct Answer: B**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 7**

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 regular processing and use the payroll driver to force any 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 and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
- D. 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.

**Correct Answer: C**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 8**

Employees have half-day public holidays that need to be included in their work schedules.

Rule No Holiday class

b123456789 Hol.cl.next day

b123456789 Weekday

1234567 Variant

01 01 ..x..... xxxxxxxxxx xxxxxxx B

How can you incorporate rule number 01 – as shown in the graphic – in the daily work schedule configuration? (Select two)

- A. Configure a daily work schedule variant B for the shorter days.
- B. Configure a daily work schedule with zero planned hours on public holidays.
- C. Create a new period work schedule for half days.
- D. Configure a daily work schedule with DWS selection rule 01.

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 9

Some of your employees work fewer hours prior to public holidays.  
What is the most efficient way to ensure that employee time is handed correctly?

- A. Create a daily work schedule variant and assign the work schedule to the employees
- B. Create an attendance type to be mass uploaded to the employees records
- C. Create a rule in the time evaluation schema
- D. Create a substitution infotype to be uploaded to the employees records

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 10

A customer wants to generate reports on payroll results in Ad Hoc Query. Which steps do you need to configure to create payroll results infotypes? (Select three)

- A. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- B. Create and generate payroll infotypes
- C. Assign calculation rules to payroll infotypes
- D. Assign wage types to evaluation wage types
- E. Define evaluation wage types

**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 11** Which tasks can be accomplished with the ABAP List Viewer? (Select two)

- A. Create/delete cluster data
- B. Filter for data
- C. Format totals
- D. Create/delete master data

**Correct Answer:** BC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 12**

You want to repeat the process of finding additional objects along the subordinate organizational structure. What would you add to the following evaluation path?

O B003 S S B003 A

- A. O B012 S
- B. A A002 O
- C. O B002 O
- D. O B002 A

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 13** Which characteristics can be assigned to a wage type in table V\_T511 (Wage Type Characteristics)? (Select three)

- A. Operation indicator (deduction wage type)
- B. Indirect valuation module
- C. Processing class
- D. Employee subgroup grouping for personnel calculation rule
- E. Rewritable

**Correct Answer:** ABE

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 14** Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results? (Select two)

- A. To suggest a default alternate period work schedule (PWS) based on new clock times.
- B. To suggest an alternate holiday calendar based on the substitute work schedule.
- C. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.
- D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 15** What is the purpose of IT0302 (Additional Actions)?

- A. Ensures only one personnel action can be saved per day per employee
- B. Ensures only one status-changing personnel action can be saved per day per employee
- C. Ensures multiple status-changing personnel actions can be saved per day per employee
- D. Ensures multiple non-status changing personnel actions can be saved per day per employee

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 16** Which feature should be used to default wage types on IT0008 (Basic Pay)?

- A. TARIF
- B. LGMST
- C. PINCH
- D. ARPBL

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 17** What is the first step when creating department and reporting structure?

- A. Create the root organizational unit
- B. Create the job catalog
- C. Create the company code
- D. Create the chief position

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 18**

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

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 19**

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? (Select three)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 20** A manager is in charge of two separate departments. The manager needs different access authorizations for the master data of the employees in each department. Which authorization object must be activated?

- A. P\_ORGINCON
- B. P\_APPL
- C. P\_PLOG
- D. P\_PERNR

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 21**

Your customer pays overtime to hourly employees. For the first three hours of overtime, an employee receives a 50% premium. For any hours beyond this, the premium increases to 100%. What do you include in the wage type selection configuration?

- A. Two time wage type selection rules with minimum and maximum conditions on time
- B. Two derived wage types for the regular rate, both valuated at 100%
- C. Four derived wage types for the regular rate with a different valuation base for all wage types
- D. Four sequential time wage type selection rules with no conditions on time

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 22**

An employee works on an internal project for one month. For this period, his personnel costs must be charged to a different cost center but he must remain assigned to the same position in Organizational Management (OM). What is the recommended approach?

- A. Assign a new cost center to the position through IT1001 (Relationship).
- B. Change the cost center in IT0001 (Organizational Assignment).
- C. Maintain the cost center in IT0027 (Cost Distribution).
- D. Change the cost center in IT1018 (Cost Distribution).

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 23**

A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment. What are relevant configuration steps to accomplish this?

- A. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0416 (Quota Compensation)
- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run
- C. Maintain counting class information for the absence and assign relevant wage types in IT0014 (Recurring Payments/Deductions)
- D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages)

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 24

A personnel administrator encountered problems when processing a new hire action. Some infotypes were not presented during the hiring action. As a result, the personnel administrator had to create the skipped infotypes in PA30 after the action was completed. Which of the following solves this problem?

- A. Assign the correct reference user group to the new personnel administrator in table T526.
- B. Assign the infogroup for the hiring action to the new personnel administrator in table T526.
- C. Assign the user parameter UGR correctly in the user master data.
- D. Assign sufficient authorizations to create the missing infotypes during an action.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 25

You want to use general structures to display a list of employees by organizational unit that includes their assignments to object type 99. To accomplish this, which evaluation path do you configure?

- A. K-S-99-O
- B. S-P-99-C
- C. O-S-P-99
- D. O-C-P-99



**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 26

Standard SAP ERP Organizational Management integrates with which of the following areas? (Select two)

- A. Workflow
- B. Plant Maintenance
- C. Project Systems
- D. Sales and Distribution
- E. Controlling

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 27

You need to create a basic organizational structure for testing purposes.

Which interfaces would allow you to create one quickly while displaying it graphically? (Select two)



- A. PO10 (Maintain Organizational Unit)
- B. PPOM\_OLD (Simple Maintenance)
- C. PP01 (General – Maintain Object)
- D. PPME (Change Matrix Organization)
- E. PPSC (Create General Structure)

**Correct Answer:** BE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 28** What can employees do using the standard Employee Self-Service?

- A. Change their permanent address
- B. Change their work schedule rule
- C. Change their office location
- D. Change their position title

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 29** What information is required to define a screen view for an infotype? (Select two)

- A. Alternative infotype screen
- B. Screen number
- C. Variable key
- D. Infotype module pool

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 30** What is the purpose of IT0105 (Communication)? (Select two)

- A. To determine the default language for employee communication
- B. To store employee telephone numbers and e-mail addresses
- C. To activate the functions in the Business Workplace
- D. To assign system user names to personnel numbers

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 31** How can you classify employees with different pay and leave policies? (Select two)

- A. By infotype groups
- B. By personnel subareas
- C. By employee groups
- D. By payroll areas

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 32** In a standard system, which infotypes are available to distribute costs in SAP Time Management? (Select three.)

- A. Time Events (IT2011)
- B. Timesheet defaults (IT0315)
- C. Employee Remuneration (IT2010)
- D. Substitutions (IT2003)
- E. Cost Assignments (IT0027)

**Correct Answer:** BCE

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 33** What must you define to create and edit a custom object into the Organization and Staffing Interface (PPOME)? (Select two)

- A. Search node for the new object
- B. Interaction tools
- C. Service request(s) with evaluation path
- D. Column groups with header types
- E. Tab page definition

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 34**

What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Pay grade, pay scale or direct valuation
- B. Default values of work schedule data
- C. Percentages for alternative cost distribution
- D. New relationships with other organizational objects

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 35** Which views are available in the Time Manager's Workplace?

- A. Multi-Day, Multi-Person, and One Day View
- B. Expert Mode, Team View, and Detail Maintenance
- C. Team View, One Day View, and Detail Maintenance
- D. Detail Maintenance, Expert Mode, and Multi-Person

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 36** You want to write a custom report on SAP Payroll results. Which reporting tools would you use to create this report? (Select two)

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

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 37** Which selection parameters can be used for the pre-program data medium exchange (DME) file? (Select two)

- A. Payroll area
- B. Organizational unit
- C. Company code
- D. Personnel number

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 38**

A customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- A. Human Resource Information System (HIS) Query
- B. Ad Hoc Query
- C. Business Warehouse (BW) Query
- D. InfoSet Query

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 39** Which of following master data fields are named in the definition of the authorization object P\_ORGIN?  
(Select three)

- A. Personnel Subarea
- B. Employee Group
- C. Employee Subgroup grouping
- D. Employee Subgroup
- E. Personnel Area

**Correct Answer:** BDE

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 40** How can you update the employment status of an employee?

- A. By using the Change Entry/Leaving Date utility in transaction PA30
- B. By setting the employee's position to obsolete in PP01
- C. By running a personnel action using transaction PA40
- D. By using the Change Payroll Status utility in transaction PA30

**Correct Answer:** C

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 41**

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics. Which operations must be included in your rule?

- A. ELIMI and ADDWT
- B. AVERA and DIVID
- C. ELIMI and MULTI
- D. ROUND and ADDWT

**Correct Answer:** A

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 42** What information is controlled by the user group parameter (UGP)? (Choose two)

- A. Infotype screen layouts
- B. Infotype menus
- C. Wage types
- D. Infogroups
- E. Actions menus

**Correct Answer:** AE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 43**

You need to evaluate your entire company structure including positions and persons. However, you want to exclude positions from the output. What evaluation path would you use to do this?

- A. O-S-P Skip P
- B. O-S-P Skip S
- C. O-S-P Skip OD. O-P-C Skip C

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 44**

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment). What is the employee group used for? (Select three)

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



**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 45**

A customer wants to use relationships to accurately depict their organizational structure. Which are standard relationships between organizational objects? (Select two)

- A. A Position (S) can be described by multiple Jobs (C).
- B. An Organizational Unit (O) can incorporate multiple Positions (S).
- C. A Position (S) can belong to multiple Organizational Units (O).
- D. An Organizational Unit (O) can incorporate multiple Jobs (C).
- E. A Job (C) can describe multiple Positions (S).

**Correct Answer:** BE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 46** A customer wants to store pay scale data on IT0008 (Basic Pay) for their employees. Which configuration steps are necessary?

- A. Define a pay scale group, pay scale level, and basic pay wage type with the module variant A for ARBPL.
- B. Define a pay scale type and pay scale area, an employee subgroup grouping for collective agreement provision, and a pay scale group for the employees.
- C. Define a pay scale type and pay scale area, a personnel subarea grouping for collective agreement provision, and a pay scale group for the employees.
- D. Define a pay scale group and an employee subgroup grouping for collective agreement provision, and the feature LGMST.

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 47** Where do you define the order in which the data records are presented during the execution of a personnel action?

- A. Info group
- B. Screen modification
- C. Action menu
- D. Action reasons

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 48** In a standard SAP configuration, which of the following objects can use the “Reports to” relationship? (Select two)

- A. Organizational units
- B. Positions
- C. Jobs
- D. Persons

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 49**

You need to understand the concepts of Organizational Management. What are the functions of Organizational Management? (Select three)

- A. To depict structures such as organizational and reporting
- B. To build the basis for the business workflow
- C. To allow for planning organizational changes
- D. To create hierarchical links to the HCM Enterprise structure
- E. To transfer controlling information on cost to FI

**Correct Answer:** ABC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 50**

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement? (Select two)

- A. Assign screen 2001 for quota deduction.
- B. Leave the minimum duration field blank and enter 999 for the maximum duration limit.
- C. Assign a fraction of a day in the minimum duration field.
- D. Leave both the minimum and maximum duration fields blank.

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 51** What is the most efficient way to assign cost centers to employees in order to reduce ongoing maintenance?

- A. Assign cost center to employees directly on IT0027 (Cost Distribution).
- B. Assign cost center to employees directly on IT0001 (Organizational Assignment).
- C. Assign cost centers to the positions within an organizational plan.
- D. Assign cost centers to the organizational units within an organizational plan.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 52**

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

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 53** You want to assign leave entitlement for union groups according to their contracts. How can you configure this?

- A. By creating different absence types and assigning them to the employee subgroups
- B. By creating a dynamic action on IT2001 (Absences) to input the default values for the quota
- C. By assigning a base entitlement rule to the Work Contract field on IT0001 (Organizational Assignment)
- D. By assigning quota type selection rule groups and generating absence quotas

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 54**

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

- A. Configure a termination infoaset and define reasons for the infoaset.
- B. Configure a termination action and assign a subtype to it.
- C. Configure a termination infoaset and assign a subtype to it.
- D. Configure a termination action and define reasons for the action type.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 55

A customer needs to assign different public holiday calendars in their work schedule configuration. To which part of the HR structure is the public holiday calendar assigned?

- A. Organizational structure
- B. Personnel structure
- C. Employee structure
- D. Enterprise structure

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 56** Which of the following are functions of the logical database in Reporting?  
(Choose three)

- A. Authorization checks
- B. Data retrieval
- C. Transaction processing
- D. Selection screen definition
- E. Database storage

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 57** Which required object types are used when setting up an organizational structure? (Choose two)

- A. Organizational units
- B. Positions
- C. Cost center
- D. Person

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**





**QUESTION 58**

Which setting in the system table T77S0 enables integration between Personnel Administration and Organization Management?

- A. PLOGI ORGA
- B. PLOGI PLOGI
- C. PLOGI QUALI
- D. PLOGI COSTD

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 59** Which query too displays input, output, and result information on one screen?

- A. Ad Hoc Query
- B. ABAP Query
- C. Operational Data Provider
- D. SAP Query

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 60**

After installing the latest support packages to a test system you are facing a runtime error when running report RPPSTM00 (HR Master Data Sheet). You know that this report has not been modified. What should you do first?

- A. Ask an ABAP developer to correct the error.
- B. Ask SAP Basis team to re-install the support packages.
- C. Check in the SAP support portal for relevant SAP notes.
- D. Report the problem to SAP.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 61**

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule? (Choose three)

- A. Final processing rule
- B. Cumulation rule
- C. Time wage type selection rule
- D. Adjustment rule
- E. Processing class 01 rule

**Correct Answer:** ABD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 62**

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay?

- A. Propose the employee's pay scale group and level from T510
- B. Propose wage type amounts from T510
- C. Determine the amount of the Annual salary (ASAL)
- D. Determine the amount of the Benefit salary (BSAL)

**Correct Answer: B**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 63**

Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- A. In the Documentation
- B. In the Country Assignment
- C. In the Administrative Data
- D. In the Structure

**Correct Answer: D**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 64**

Which criteria can you use to define limit values to perform a pay scale reclassification in the standard report (RPIPSR00). (Choose three)

- A. Employee's comparatio
- B. Time that the employee worked (in hours)
- C. Employee's performance rating
- D. Time that the employee spent in a pay scale group or level
- E. Employee's age

**Correct Answer: BDE**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 65**

A customer needs to ensure the correct pay scale type and area is entered on IT0008 (Basic Pay). What could you configure to achieve this? (Choose two)

- A. Define default values on IT2010 (Employee Remuneration)
- B. Configure module TARIF
- C. Assign pay scale type and area to personnel area/subarea



- D. Define default values on IT1008 (Account Assignment Features)
- E. Configure feature TARIF

**Correct Answer:** CE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 66**

Which report identifies and creates missing objects relevant for consistent integration between Personnel Administration and Organizational Management?

- A. RHINTECHECK
- B. RPUDEL20
- C. RHINTE20
- D. RPUDELPN

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 67**

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. New work schedule rule
- C. Different holiday calendar
- D. Different payment according to position



**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 68** What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Pay date and pay frequency
- B. Paid holidays and pay date
- C. Payroll schema and period parameter
- D. Pay frequency and payroll schema

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 69**

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run. Which settings should be made on V\_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the List Time Periods indicator to record changes in previous periods.
- C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 70** Which infotype determines the life cycle relationship period that an organizational unit can have with all other infotypes?

- A. Vacancy infotype
- B. Relationship infotype
- C. Obsolete infotype
- D. Object infotype

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 71** Which of the following functions of the Employee Subgroup Grouping for Personnel Calculation Rules?



- A. Determines permissible time quota types
- B. Determines permissible wage types
- C. Determines the valid pay scale group and level
- D. Determines the correct processing steps in payroll

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 72** When is the Payroll Status infotype (IT0003) updated? (Choose two)

- A. When the Personal Data infotype (IT0002) is updated
- B. When the Cumulated Time Evaluation Results: Time Balances/Wage Types report is run
- C. When a payroll run is performed for a payroll area
- D. When a time evaluation is run for employees

**Correct Answer:** BC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 73** Which SAP NetWeaver component ensures company-wide unification of data and information in heterogeneous IT environments?

- A. Web Application Server (AS)
- B. Integration Broker
- C. Enterprise Portal
- D. Master Data Management

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 74**

You want to continue paying a terminated employee.

What fields on the Payroll Status infotype (IT0003) can be used to accomplish this task? (Choose two)

- A. Do not account after
- B. Accounted to
- C. Run payroll up to
- D. Earl. Pers RA date

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 75** Which element of the enterprise structure controls the direct assignment of an employee to a country grouping?

- A. Client
- B. Personnel subarea
- C. Personnel area
- D. Company code

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 76**

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? (Choose two)

- A. IT0000 (Personnel Actions) for incorrect employment status
- B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
- C. IT0001 (Organizational Assignment) for incorrect payroll area assignment
- D. Payroll control record for incorrect personnel numbers

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 77** Which of the following components are included in SAP ERP Talent Management?  
(Choose three)

- A. Learning Solution
- B. Pension Management
- C. SAP E-Recruiting
- D. Time Management
- E. Performance Management

**Correct Answer:** ACE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 78** Which infotypes must be included in a CATS mini master personnel action? (Select two)

- A. Basic Pay (IT0008)
- B. Organizational Assignment (IT0001)
- C. Personal Data (IT0002)
- D. Time Recording (IT0050)

**Correct Answer:** BC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 79** Which of the following are standard prerequisites for an employee to use the Manager's Desktop?

(Choose three) A. The employee holds the "chief position" of an organizational unit.

- B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- C. The organizational structure has been developed for the company.
- D. The organization grants access through the SAP NetWeaver Portal.
- E. The employee has an active user ID assigned on IT0105 (Communication).

**Correct Answer:** ACE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 80** A customer wants to generate absence quotas using seniority in a base entitlement rule. The base entitlement rule should have a reduction rule that prorates for any inactive employment periods. Where do you assign this to a quota?

- A. Feature QUOMO (Determination of Quota Type Selection Rule Group)
- B. Schema TQTA (Generate Absence Quotas)
- C. Table T559L (Quota Configuration – Selection Rules)
- D. Report RPTQTA00 (Generate Absence Quotas)

**Correct Answer:** C



**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 81**

What can you do with the Object tools found in the SAP easy access menu for Organizational Management? (Choose three)

- A. Delimit infotype
- B. Translate language-dependent text
- C. Change status
- D. Execute actions
- E. Copy structures

**Correct Answer:** CDE

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 82**

You want to split personnel costs for several departments between two cost centers.  
What is the most efficient way to accomplish this?

- A. Maintain the Cost Distribution infotype (IT1018) for each work center
- B. Maintain the Cost Distribution infotype (IT1018) for each position
- C. Maintain the Cost Distribution infotype (IT1018) for each employee
- D. Maintain the Cost Distribution infotype (IT1018) for each organizational unit



**Correct Answer:** D

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 83**

What is essential relationship in Organization Management?  
Please choose the correct answer.

- A. A position has a cost center
- B. A position has a holder
- C. A position has a describing job
- D. A position belongs to an organizational unit

**Correct Answer:** B

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 84** How do you set a group of organizational units from approved to active?

- A. Execute RHAKTI00 (Change object status)
- B. Execute RHCDOC\_DISPLAY (Logged changes in infotype Data)
- C. Execute RHCOPL00 (Copy Plan version)

D. Execute RHINTE00 (Transfer org. assignment in batch input folder for infotype 0001)

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 85**

You need to record an exception to an employee's planned working time for a one-week period? What is the most efficient way to achieve this?

- A. Create a Substitutions infotype (IT2003)
- B. Create an Absences infotype (IT2001)
- C. Create a Time Recording information infotype (IT0050)
- D. Create a Planned Working Time infotype (IT0007)

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 86** You can value absences as if the employee had already worked.

- A. True
- B. False

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 87** What payroll cluster table is used as a data source to fill a payroll infotype?

- A. Payment Information (BT) table
- B. Cost Distribution (CO) table
- C. Work Center/Basic Pay (WPBP) table
- D. Results (RT) table

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 88** How can you distinguish a BW report from an SAP ERP HCM report? (Select three)

- A. BW reporting data could come from multiple systems.
- B. The BW reports include sets of characteristics and key figures.
- C. The BW reports are based on the logical databases PNPCE and PCH.





- D. The BW reports allow for time series comparisons.
- E. The foundation for the BW data has to be InfoSet Query.

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 89**

A customer wants to ensure that average working hours per period on IT0008 are updated when planned working hours on IT0007 change. How can you achieve this?

- A. Configure feature SCHKZ to default updates on IT0008.
- B. Run report RPU51000 to update IT0008.
- C. Use a dynamic action to update IT0008.
- D. Use fast entry to update IT0008.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 90** In the standard system, which relationships are included when an existing position is copied? (Choose two)

- A. A/B 012 Manages/Is managed by
- B. A/B 002 Reports(Line) to /Is line supervisor of
- C. A/B 008 Holder/Holder
- D. A/B 003 Belongs to/Incorporates

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 91** Which element is mandatory in daily work schedule configuration?

- A. Core times
- B. Tolerance time
- C. Minimum working time
- D. Daily work schedule class

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 92** An employee was on vacation. In addition to entering a vacation absence record, the employee also wants to create an overtime record on the same day. Which elements must be configured to prevent this scenario? (Choose two)

- A. The reaction indicator
- B. The absence/attendance class
- C. The time constraint class
- D. The collision class
- E. The availability indicator

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 93

A customer is concerned that WPBP splits on the IT input table may lead to overpayments. What explanations do you provide to address their concerns? (Choose two)

- A. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- D. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 94

What is the main purpose of employee subgroup groupings in SAP Human Capital Management?



- A. To act as control indicators in the personnel structure
- B. To control HR data access using authorization roles
- C. To define the selection criteria for absences and attendances
- D. To control default values for infotype fields

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 95** Which of the following is a typical process sequence for selling products from stock?

- A. Incoming order -> Transport/delivery -> Billing -> Dunning and payment
- B. Incoming order -> Goods receipts/transport -> Dunning and payment -> Billing
- C. Purchase requisition -> Billing -> Transport/goods receipts -> Dunning and payment
- D. Purchase requisition -> Delivery/transport -> Dunning and payment -> Billing

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 96** Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- B. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)
- C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 97**

What system switch controls the integration plan version / active plan version? Please choose the correct answer.

- A. PLOGI PLOGI
- B. PLOGI ORGA
- C. PLOGI PRELU
- D. PLOGI PRELU

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 98**

Which of the following will ensure that a position can have only one Vacancy infotype record valid for any given period?

- A. Infotype Maintenance
- B. Time Constraint
- C. Validity Period
- D. Object Characteristics

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 99**

You created a new absence type. You want this absence type to deduct from an absence quota. Which Customizing steps are required to achieve this? (Choose two)

- A. Assign screen 2001 to the absence type.
- B. Select the absence Quota Deduction checkbox.
- C. Assign the new absence type to a deduction rule.
- D. Set the absence type grouping to 1.

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 100** How can set operations be used in Ad Hoc Query? (Choose two)

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

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 101** Which items do you define when setting up a default Cross-Application Time sheet(CATS) profile? (Choose two)

- A. Layout of the screen
- B. Manager responsible for approving the timesheet
- C. Default language for the display of the timesheet
- D. Data entry process for the time data

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 102**

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform?

- A. SAP Exchange Infrastructure
- B. SAP Web AS
- C. SAP Business Process Management
- D. SAP NetWeaver

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 103** 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 valuation bases wage type for both hourly and salaried employees
- C. The permissible wage types for infotype 0008 (Basic Pay)
- D. The valid pay grade for each employee

**Correct Answer:** B

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 104** Which of the following are features of SAP Solutions Manager? (Choose three)

- A. Solution Documentation
- B. SAP ERP HACM Authorization Management
- C. Test Management
- D. SAP ERP User Administration
- E. Portfolio & Project Management

**Correct Answer:** ABD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 105** Which planning statuses are available when creating new organizational objects?

- A. - Submitted -  
Active
  - Vacant
  - Rejected
  - Obsolete
- B. - Vacant
  - Approved
  - Obsolete
  - Active
  - Rejected
- C. - Planned
  - Submitted
  - Rejected
  - Active
  - Approved
- D. - Submitted
  - Approved
  - Obsolete
  - Active
  - Rejected

**Correct Answer:** C

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 106** What default values can be defined using the TARIF feature? (Choose two)

- A. Pay scale area
- B. Pay scale group
- C. Pay scale type

D. Pay scale level

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 107**

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure table T559L (Quota Configuration – Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
- B. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- C. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- D. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration – Selection Rules).

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 108** What infotype does the system create to record personnel assignments for the concurrent employment / global employment model?

- A. Personal Data infotype (IT0002)
- B. Date specification infotype (IT0041)
- C. Person ID infotype (IT0709)
- D. Global Assignment Details infotype (IT0710)



**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 109** Which of the following elements do you need to configure to create a new Absence counting rule? (Choose two)

- A. A personnel subarea grouping for time quota types
- B. An employee subgroup grouping for time quota types
- C. An employee subgroup grouping for work schedules
- D. A personnel subarea grouping for leave types

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 110** Where is a counting rule assigned?

- A. In the rounding rule
- B. In the conditions for the current day
- C. In the quota deduction rule
- D. In the attendance/absence type

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 111** What information can you maintain in IT0007 (Planned working time)? (Choose two)

- A. Assignment of public holiday calendar
- B. Dynamic assignment based on clock-in entries
- C. Status of employee participation in time evaluation
- D. Work schedule rule

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 112** Which functions import HR master data into the payroll run? (Choose three)

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

**Correct Answer:** ABE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 113**

A fixed bonus of 15% of annual salary is paid to all salaried employees. How would you configure the automatic calculation of the amount?

- A. Configure table T539A (Default Wage Type Model) and configure feature LGMST to default the correct indirect amount.
- B. Assign indirect valuation module SUMME in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).
- C. Configure table T511\_B (Wage Type Permissibility) and configure feature ABKRS to default the correct indirect amount.
- D. Assign indirect valuation module PRZNT in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 114**



What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)? (Choose two)

- A. It can be a key field for a Customizing table.
- B. It displays the dotted-line reporting relationship.
- C. It can function as additional selection criteria on standard reports.
- D. It stores values for additional authorization checks.

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 115

You are running a hiring action. Integration is active between Personnel Administration (PA) and Organizational Management (OM). As a result of this integration, which fields on IT0001 Organizational Assignment cannot be maintained directly? (Choose three)

- A. Position
- B. Personnel Area
- C. Cost Center
- D. Job Key
- E. Organizational Unit
- F. Company

**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**



#### QUESTION 116

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Use the filter function to search for the personnel area.
- B. Add the SPLIT\_DATA\_REQUIRED switch to the InfoSet.
- C. Rewrite the Ad Hoc Query definition.
- D. Add the DATA\_REQUIRED switch to the InfoSet.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 117

How does the system respond when you attempt to create a time entry prior to the earliest retro accounting period on the payroll control record?

- A. The time entry is not created but time data is recalculated back to the earliest retro accounting period
- B. The time entry is created and the time data is recalculated back to the earliest retro accounting period
- C. The time entry is created and the time data is recalculated to consider the new time entry
- D. The time entry is not created and no time data is recalculated

**Correct Answer:** D

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 118**

Which two switches are mandatory to activate the integration between Personnel Administration and Organizational Management? (Choose two)

- A. PLOGI ORGA
- B. PLOGI PLOGI
- C. PLOGI EVENB
- D. PLOGI EVPAC
- E. PLOGI PRELI

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 119**

A global company wants the field characteristics (optional, required, or hidden) on IT0001 Organizational Assignment to differ by country. How can you achieve this?

- A. Configure multiple header definitions and assign for each country.
- B. Configure country-specific infotype menus for fast entry.
- C. Maintain the feature P0001 and adjust screen modifications.
- D. Use standard HR authorization objects for infotypes.

**Correct Answer:** C

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 120**

A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution. Which infotypes can use indirect valuation of wage types?

- A. IT0008 Basic Pay  
IT0014 Recurring Payments/Deductions  
IT0015 Additional Payments
- B. IT0014 Recurring Payments/Deductions  
IT0015 Additional Payments  
IT2010 Employee Remuneration Info
- C. IT0008 Basic Pay  
IT0057 Membership Fees  
IT2010 Employee Remuneration Info
- D. IT0083 Leave Compensation  
IT0416 Quota Compensation  
IT2010 Employee Remuneration Info

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 121** What authorization object restricts a user's access to their own data?

- A. P\_ORGXX
- B. P\_ORGIN
- C. P\_PERNR
- D. P\_PLOG

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 122**

You must generate payroll periods for weekly, biweekly and monthly paid employees. Which entries do you include on the generation screen? (Choose two)

- A. Employee subgroup
- B. Payday rule
- C. Payroll area
- D. Period parameters

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 123** What transactions are available to maintain time infotypes? (Choose three)

- A. List entry
- B. Time leveling
- C. Single screen
- D. Time transfer
- E. Fast entry

**Correct Answer:** ACE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 124** When would you use an existing work schedule rule as the basis for a part-time work schedule without additional configuration?

- A. Current schedule Monday-Thursday (8 hours) and Friday (4 hours) New schedule Monday - Friday (7.2 hours)
- B. Current schedule Monday-Thursday (10 hours) New schedule Monday - Thursday (6 hours)
- C. Current schedule Monday-Thursday (9 hours) and Friday (4 hours) New schedule Monday - Friday (4 hours)
- D. Current schedule Monday - Friday (8 hours) New schedule Monday, Wednesday, and Friday (8 hours)

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 125** How do you designate a worker as part-time?

- A. Modify the existing work schedule rule for full-time employees
- B. Update Cap.util.M (capacity utilization level) on infotype IT0008
- C. Configure absences to use clock time
- D. Configure attendances to use clock time

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 126** Which of following master data fields are named in the definition of the authorization object P\_ORGIN?  
(Choose three)

- A. Personnel Subarea
- B. Employee Group
- C. Employee Subgroup grouping
- D. Employee Subgroup
- E. Personnel Area

**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 127**

The SAP ERP Human Capital Management system stores all employee master data in infotype records. What can you use to process infotype records? (Choose three)

- A. Initial entry maintenance
- B. Fast entry
- C. Overview entry
- D. Personnel actions
- E. Single screen maintenance

**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 128**

During a payroll run, organizational data and planned working time are not being imported. Which payroll function should be enabled in the schema to fix this issue?

- A. PLRT
- B. P0001
- C. P0007
- D. WPBP

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 129** In which area of the Organization and Staffing user interface (transaction PPOME) do you update account assignment features?

- A. In the Selection area
- B. In the Detail area
- C. In the Overview area
- D. In the Search area

**Correct Answer:** BD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 130** Which is the first task you need to perform to include an Ad Hoc Query report in the SAP Easy Access menu?

- A. Find the transaction code of the query.
- B. Find the technical name of the query.
- C. Assign the Ad Hoc Query to an area menu.
- D. Assign the Ad Hoc Query to a Payroll infotype.

**Correct Answer:** B

**Section: (none)**

**Explanation**

**Explanation/Reference:**



**QUESTION 131** What information does the relationship specification (A/B) provide?

- A. Sequence of related objects
- B. Direction of relationships
- C. Planning status of relationships
- D. Priority of related objects

**Correct Answer:** B

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 132**

A customer has created a customer-specific internal object in Organizational Management. How can you customize the relationships between this new object and objects delivered by SAP? (Choose two)

- A. Configure either the A or B relationship.
- B. Configure both the A and B relationships.
- C. Create an allowed relationship between objects.
- D. Add your new object type to the customer specific table.

**Correct Answer:** BC

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 133** Which groupings are used to define the most important control indicators for Time and Payroll?

- A. Personnel Area and Personnel Subarea
- B. Personnel Area and Employee Group
- C. Personnel Subarea and Employee Subgroup
- D. Employee Group and Employee Subgroup

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 134** Which functions are performed by the payroll control record? (Choose three)

- A. Locking master and time data so current or past changes cannot be made during the payroll process
- B. Determination of the country for which the payroll will be processed
- C. Definition of the earliest possible retroactive accounting date for each payroll area
- D. Locking and setting the limit for simulation runs so testing can take place
- E. Control and tracking of the individual stages of the payroll processing

**Correct Answer:** ACE

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 135**

What does the SAP Web AS provide?

- A. Storage of all transactional documents in one single database
- B. Master data harmonization across SAP NetWeaver
- C. J2EE and ABAP in a single environment
- D. Real-time data exchange with all SAP systems

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 136**

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA). Which values can be imported from OM into PA? (Choose three)

- A. Employee Subgroup on IT0001 (Organizational Assignment)
- B. Work Schedule Rule on IT0007 (Planned Working Time)
- C. Weekly Working Hours on IT0007 (Planned Working Time)
- D. Planned Compensation on IT0008 (Basic Pay)

E. Cost Center on IT0001 (Organizational Assignment)

**Correct Answer:** ADE

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 137** Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)? (Choose three)

- A. The feature TARIF
- B. The infotype 1005 (Planned Compensation)
- C. The table V\_001P\_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- D. The feature LGMST
- E. The module TARIF

**Correct Answer:** ABC

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 138** Which processing option results in a historical infotype record being maintained in Personnel Administration? (Select two)

- A. Delete an existing record
- B. Change an existing record
- C. Delimit with a new end date
- D. Copy with date change



**Correct Answer:** CD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 139** Which are the main elements of the Roadmap structure screen?

- A. Roadmap structure Blueprint area Go-live Area
- B. Roadmap structure Blueprint area Attachments Area
- C. Roadmap structure Viewing/Text area Go-live Area
- D. Roadmap structure Viewing/Text area Attachments Area

**Correct Answer:** D

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 140**

A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need. Which criteria do you consider to complete this task? (Select two)

- A. The pay frequencies
- B. The number of company codes
- C. The kind of employees (salaried, hourly)
- D. The pay period dates
- E. The number of days in work schedule rules

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 141** When a master data record is maintained, which options result in a historical record? (Select two)

- A. Copy
- B. Delimit
- C. Delete
- D. Changes

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 142**

You set up time evaluation to accrue absence quotas for employees at the end of each pay period. You need to adjust these quotas periodically. How could you accomplish this?

- A. Change the quota field directly on IT2006 (Absence Quotas).
- B. Enter the adjustment on (IT2013 Quota Corrections).
- C. Use report RPTQTA00 to overwrite the absence entitlement on IT2001 (Absences).
- D. Use report RPTQTA00 to overwrite the absence entitlement on IT2012 (Time Transfer Specifications).

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 143**

Your company has a group of users who performs limited Personnel Administration tasks.

How can you limit what they can view in Maintain HR Master Data (transaction PA30)? (Select two)

- A. Assign a screen control to hide fields in transaction PA30
- B. Assign them to a role with fewer transaction codes
- C. Assign them to a user group with fewer infotypes menus
- D. Assign them to a role with limited infotypes display authorizations

**Correct Answer:** AD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 144** Which of the following is a wage type characteristic?

- A. Evaluation path
- B. Counting rule
- C. Time constraint
- D. Operation indicator

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 145** Which of the following modules integrates with SAP Learning Solution? (Choose three)

- A. Sales & Distribution
- B. Controlling
- C. Personnel Cost Planning
- D. Business Intelligence
- E. Travel Management

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 146** A personnel calculation rule can contain only one calculation formula.

- A. True
- B. False

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 147** Which elements are required in a quota selection rule? (Choose three)

- A. Rounding rule
- B. Base entitlement rule
- C. Deduction interval
- D. Validity interval
- E. Reduction rule

**Correct Answer:** ABE

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 148** 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 PRZNT as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).
- 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 ANSAL and an amount on V\_T510 (Pay Scale Groups).
- D. Assign the indirect valuation module TARIF and an amount on V\_T510 (Pay Scale Groups).

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 149** Which is the typical sequence of steps in an ASAP roadmap?

- A. - Business Blueprint
  - Project Preparation
  - Final Preparation
  - Realization
  - Go Live Support
- B. - Project Preparation
  - Business Blueprint
  - Realization
  - Final Preparation
  - Go Live Support
- C. - Project Preparation
  - Final preparation
  - Business Blueprint
  - Realization
  - Go Live Support
- D. - Project Preparation
  - Realization
  - Business Blueprint
  - Final Preparation
  - Go Live Support



**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 150** How do you link an employee's external time management system ID to a SAP personnel number?

- A. Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).
- B. Create IT0050 (Time Recording) with the external time management system ID.
- C. Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
- D. Create IT0105 (Communication) with the external time management system ID.

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:****QUESTION 151**

You want to define these relationship conditions:

- If assigned, an employee can belong to only one training group
- A training group can include multiple employees

What time constraints do you assign to the relationship between object type P and the training group?

- A. Assign time constraint 3 to the relationship beginning with the object type P.  
- Assign time constraint 1 to the relationship beginning with the training group.
- B. -Assign time constraint 1 to the relationship beginning with the object type P.  
- Assign time constraint 3 to the relationship beginning with the training group.
- C. -Assign time constraint 2 to the relationship beginning with the object type P.  
- Assign time constraint 3 to the relationship beginning with the training group.
- D. -Assign time constraint 3 to the relationship beginning with the object type P.  
- Assign time constraint 2 to the relationship beginning with the training group.

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:****QUESTION 152**

A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays. Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days? (Choose three)

- A. Set the counting rules to include 50% quota multiplier for hours.
- B. Set the deduction rules to query the different holiday classes.
- C. Set the counting rules to include a 50% quota multiplier for days.
- D. Set the counting rules to query the different holiday classes.
- E. Set the counting rules to query different conditions for the current day.

**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:****QUESTION 153**

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME). What are the four main areas of the hierarchy framework in PPOME?

- A. Search area, Selection area, Overview area, Detail area
- B. Object area, Tools area, Overview area, Infotype area
- C. Menu area, Object area, Overview area, Infotype area
- D. Tools area, Search area, Overview area, Detail area

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 154** Which component of SAP NetWeaver realizes cross-system application processes?

- A. SAP Master Data Management (SAP MDM)
- B. SAP Exchange Infrastructure (SAP XI)
- C. SAP Business Warehouse (SAP BW)
- D. SAP Enterprise Portal (SAP EP)

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 155**

A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization. How can you achieve this?

- A. Maintain the ADDR5 feature to determine screen control for foreign addresses.
- B. Set up an Infotype menu for fast data entry.
- C. Configure multiple header definition settings for use on the Header Structure per Infotype table.
- D. Adjust the screen modifications in the Infotype Screen Control table.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 156**

A customer needs a report which combines time wage types generated from time evaluation with employees' pay data from IT0008 (Basic Pay). What do you propose?

- A. Create an individual report based on the logical database PNPCE
- B. Use standard report RPTABS20 (Absence and Attendance Data Overview)
- C. Create an individual cluster report
- D. Use standard report RPTBAL00 (Cumulated Time Evaluation Results)

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 157** Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A. Processing class 01 queried in personnel calculation rule X010
- B. Processing class 20 queried in personnel calculation rule XPPF
- C. Processing class 10 queried in personnel calculation rule XVAL
- D. Processing class 03 queried in personnel calculation rule X020

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 158** Which logical database must you use to create infosets exclusively for Organizational Management data?

- A. PNP
- B. PCH
- C. PNPCE
- D. PAP

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 159**

Which of the following import methods can be selected in the Legacy System Migration Workbench (LSMW) object attributes? (Select two.)

- A. Fast entry
- B. Feature LGMST
- C. Batch input recording
- D. Intermediate document (Idoc)

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 160**

Which of the following definitions is associated with both employee subgroup and personnel subarea groupings in Time Management?

- A. Public holiday calendar
- B. Attendance and absence types
- C. Leave type
- D. Work schedule

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 161**

Your customer has a group of HR administration 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 administration update this information?

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

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 162**

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule? (Select three)

- A. Final processing rule
- B. Cumulation rule
- C. Time wage type selection rule
- D. Adjustment rule
- E. Processing class 01 rule

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 163** What characteristics are defined for a daily work schedule variant rule? (Select two)

- A. Day of the week
- B. Public holiday class – next day
- C. Day type selection
- D. Rule number

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 164**

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM? (Select three)

- A. Capacity Planning
- B. Workforce Process Management
- C. Talent Management
- D. End User Service Delivery (MSS/ESS)
- E. Task and Resource Management

**Correct Answer:** BCD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 165** A customer wants to ensure data changes on certain infotypes in the payroll past are taken into account in the next payroll run. Which indicators should you set on V\_T582A (Infotype Attributes)? (Select two)

- A. Time Constraint
- B. Past Entry Allowed
- C. Retroactive Accounting Payroll
- D. List Time Periods

**Correct Answer:** BD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 166**

You want to provide a real-time report on personnel data. Which reporting tools would you use to create this report? (Select two)

- A. Report Writer
- B. SAP NetWeaver Business Warehouse
- C. Ad Hoc Query
- D. SAP Query

**Correct Answer: CD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 167** Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?

- A. In the Documentation
- B. In the Country Assignment
- C. In the Administrative Data
- D. In the Structure

**Correct Answer: D**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 168**

What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)? (Select two)

- A. It can be a key field for a Customizing table.
- B. It displays the dotted-line reporting relationship.
- C. It can function as additional selection criteria on standard reports.
- D. It stores values for additional authorization checks.

**Correct Answer: CD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 169**

Standard SAP ERP Organizational Management integrates with which of the following areas? (Select two)

- A. Workflow
- B. Plant Maintenance
- C. Project Systems
- D. Sales and Distribution



E. Controlling

**Correct Answer:** AE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 170**

You are running a hiring action. Integration is active between Personnel Administration (PA) and Organizational Management (OM). As a result of this integration, which fields on IT0001 Organizational Assignment cannot be maintained directly? (Select three)

- A. Position
- B. Personnel Area
- C. Cost Center
- D. Job Key
- E. Organizational Unit
- F. Company

**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 171** You want a report that shows the relationship between a legal entity and a person and includes their organizational unit and position. Which evaluation path would return the appropriate data using standard relationships?

- A. S -> P P -> OR O -> S O -> O OR -> OR
- B. P -> OR O -> S OR -> OR O -> P O -> O
- C. OR -> O O -> S S -> P O -> O OR -> ORD. OR -> P P -> O O -> S O -> O OR -> OR



**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 172** Which of the following functions of the Employee Subgroup Grouping for Personnel Calculation Rules?

- A. Determines permissible time quota types
- B. Determines permissible wage types
- C. Determines the valid pay scale group and level
- D. Determines the correct processing steps in payroll

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 173** How do you link an employee's external time management system ID to a SAP personnel number?

- A. Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).

- B. Create IT0050 (Time Recording) with the external time management system ID.
- C. Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
- D. Create IT0105 (Communication) with the external time management system ID.

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 174** What is the purpose of IT0302  
(Additional Actions)?

- A. Ensures only one personnel action can be saved per day per employee
- B. Ensures only one status-changing personnel action can be saved per day per employee
- C. Ensures multiple status-changing personnel actions can be saved per day per employee
- D. Ensures multiple non-status changing personnel actions can be saved per day per employee

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 175**

You want to execute a termination action for an employee. Which of the following infotypes should not be delimited as a standard practice?

- A. IT0040 (Objects on Loan)
- B. IT2006 (Absence Quotas)
- C. IT0008 (Basic Pay)
- D. IT0014 (Recurring Payments and Deductions)



**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 176**

You need to create a basic organizational structure for testing purposes. Which interfaces would allow you to create one quickly while displaying it graphically? (Select two)

- A. PO10 (Maintain Organizational Unit)
- B. PPOM\_OLD (Simple Maintenance)
- C. PP01 (General – Maintain Object)
- D. PPME (Change Matrix Organization)
- E. PPSC (Create General Structure)

**Correct Answer:** BE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 177**

When processing payroll, the Payroll Administrator receives the error message "Division by 0 is not possible" for one employee. What could have caused this error?



- A. The employee does not have an IT0008 (Basic Pay) with work hours per period.
- B. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
- C. Feature SCHKZ defaults the wrong work schedule rule on IT0007 (Planned Working Time).
- D. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 178** You transferred objects created in Organizational Management into Personnel Administration tables using report RHINTE10. Which of the following object tables are relevant for integration? (Select three)

- A. T527X(Organizational Units)
- B. T513 (Jobs)
- C. CSKS (Cost Centers)
- D. T528B(Positions)
- E. T777I (Infotypes Per Object Types)

**Correct Answer:** ABD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 179**

Which characteristics can be assigned to a wage type in table V\_T511 (Wage Type Characteristics)? (Select three)

- A. Indirect valuation module
- B. Operation indicator (deduction wage type)
- C. Rewritable
- D. Processing class
- E. Employee subgroup grouping for personnel calculation rule

**Correct Answer:** ABC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 180**

You want to include an employee to a company code in the Enterprise Structure. To which of the following elements would you assign this employee?

- A. Personnel Area
- B. Employee Subgroup grouping
- C. Employee Group
- D. Personnel Subarea grouping

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 181** You have defined one infogroup for a new hire action. You want to distinguish between the infotypes presented for employees in different personnel areas. Which feature would you configure to accomplish this?

- A. ABKRS
- B. IGMOD
- C. PINCH
- D. TARIF

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 182**

Which of the following are standard prerequisites for an employee to use the Manager's Self Service? (Select three)

- A. The organizational structure has been developed for the company.
- B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- C. The employee holds the chief position of an organizational unit.
- D. The employee has an active user ID assigned on IT0105 (Communication).
- E. The employee has authorization to use PA20 (Display Master Data) to display their employees' data.

**Correct Answer:** ACD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 183**

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)? (Choose three)

- A. The feature LGMST
- B. The table V\_001P\_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- C. The module TARIF
- D. The feature TARIF
- E. The infotype 1005 (Planned Compensation)

**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 184**

During the payroll run, you discover that some employees are missing from the run but no warning or error messages are displayed. Which items would you check to find out why? (Select two)

- A. Payroll control record for incorrect personnel numbers
- B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
- C. IT0001 (Organizational Assignment) for incorrect payroll area assignment
- D. IT0000 (Personnel Actions) for incorrect employment status

**Correct Answer:** CD

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 185**

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What would you recommend?

- A. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
- B. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- C. Use a structural report, select employees by organizational unit, and use an evaluation path containing only persons.
- D. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.

**Correct Answer: A**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 186**

What information can you maintain in IT0007 (Planned working time)? (Select two)

- A. Assignment of public holiday calendar
- B. Dynamic assignment based on clock-in entries
- C. Status of employee participation in time evaluation
- D. Work schedule rule

**Correct Answer: CD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 187**

A customer complains about errors resulting from the manual entry of wage type values. You recommend using indirect valuation as a solution. Which of the following infotypes can use indirect valuation of wage types?

- A. IT0014 Recurring Payments/Deductions IT0015 Additional Payments IT0027 Cost Distribution
- B. IT0008 Basic Pay IT0014 Recurring Payments/Deductions IT0015 Additional Payments
- C. IT2002 Attendances IT0416 Quota Compensation IT2010 Employee Remuneration InfoD. IT0008 Basic Pay IT0027 Cost Distribution IT2006 Leave Quota

**Correct Answer: B**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 188**

Which report identifies and creates missing objects relevant for consistent integration between Personnel Administration and Organizational Management?

- A. RHINTECHECK
- B. RPUDEL20
- C. RHINTE20
- D. RPUDELPN



**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 189**

A customer needs to assign different public holiday calendars in their work schedule configuration. Where is the public holiday calendar assigned?

- A. Employee subgroup
- B. Public holiday class
- C. Organizational unit
- D. Personnel subarea

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 190**

You want to assign leave entitlement for union groups according to their contracts. How can you configure this?

- A. By creating different absence types and assigning them to the employee subgroups
- B. By creating a dynamic action on IT2001 (Absences) to input the default values for the quota
- C. By assigning a base entitlement rule to the Work Contract field on IT0001 (Organizational Assignment)
- D. By assigning quota type selection rule groups and generating absence quotas

**Correct Answer:** D

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 191**

You want to structurally display organizational units and persons along the organizational structure. Which evaluation path will allow you to do this?

- A. O A003 S O B002 P
- B. O B003 S S A008 P O B002 O
- C. O A008 P
- D. O A003 C C A008 P O B002 O

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 192** After installing the latest support packages to a test system you are facing a runtime error when running report RPPSTM00 (HR Master Data Sheet). You know that this report has not been modified. What should you do first?

- A. Ask an ABAP developer to correct the error.
- B. Ask SAP Basis team to re-install the support packages.
- C. Check in the SAP support portal for relevant SAP notes.
- D. Report the problem to SAP.

**Correct Answer:** C

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 193**

You must generate payroll periods for weekly, biweekly and monthly paid employees. Which entries do you include on the generation screen? (Select two)

- A. Employee subgroup
- B. Payday rule
- C. Payroll area
- D. Period parameters

**Correct Answer: BD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 194**

When an employee enters absence hours in Cross Application Time Sheet (CATS), you need to generate an error message in case of insufficient quota balance. Which of the following steps must be included in the configuration to accomplish this? (Select two)

- A. CATS data entry profile
- B. CATS field validation
- C. Absence counting rule
- D. Absence Infotype
- E. Absence valuation rule

**Correct Answer: AC**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 195**

Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results? (Select two)

- A. To suggest a default alternate period work schedule (PWS) based on new clock times.
- B. To suggest an alternate holiday calendar based on the substitute work schedule.
- C. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.
- D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

**Correct Answer: CD**

**Section: (none)**

**Explanation**

**Explanation/Reference:**

**QUESTION 196** You need to set up a reminder to notify the customer about the expiry of probation periods of employees one month in advance. The probation period is 3 months. What do you need to do? (Choose two)

- A. Define default values with DATAR feature.
- B. Select Lead/Follow-Up Time and Operator Values on IT0041 (Date Specifications).
- C. Set up a background job of the Date Monitoring report.

D. Set up a dynamic action that creates an IT0019 (Monitoring of Tasks) record during a hiring or rehiring action.

**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 197**

Which of the following will ensure that a position can have only one Vacancy infotype record valid for any given period?

- A. Infotype Maintenance
- B. Time Constraint
- C. Validity Period
- D. Object Characteristics

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 198**

Which processing option results in a historical infotype record being maintained in Personnel Administration? (Select two)

- A. Delete an existing record
- B. Change an existing record
- C. Delimit with a new end date
- D. Copy with date change



**Correct Answer:** CD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 199** Employees have half-day public holidays that need to be included in their work schedules.

How can you incorporate rule number 01 – as shown in the graphic – in the daily work schedule (DWS) configuration? (Select two)

- A. Configure a DWS variant B for the shorter days.
- B. Configure a daily work schedule with DWS selection rule 01.
- C. Assign the DWS to a new period work schedule for half days.
- D. Configure a DWS with zero planned hours on public holidays.

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 200**

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration – Selection Rules).
- B. Configure schema TQTA (Generate Absence Quotas) and run program RPTIME00 (Time Evaluation).
- C. Configure table T559L (Quota Configuration – Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
- D. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 201

Which of the following elements do you need to configure to create a new Absence counting rule? (Select two)

- A. A personnel subarea grouping for time quota types
- B. An employee subgroup grouping for time quota types
- C. An employee subgroup grouping for work schedules
- D. A personnel subarea grouping for leave types

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 202** What infotypes hold the main characteristics of object type Job (C)? (Select two)

- A. IT1005 Planned Compensation
- B. IT1000 Object
- C. IT1007 Vacancy
- D. IT0003 Description
- E. IT1001 Relationship

**Correct Answer:** BE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 203

A personnel administrator encountered problems when processing a new hire action. Some infotypes were not presented during the hiring action. As a result, the personnel administrator had to create the skipped infotypes in PA30 after the action was completed. Which of the following solves this problem?

- A. Assign the correct reference user group to the new personnel administrator in table T526.
- B. Assign the infogroup for the hiring action to the new personnel administrator in table T526.
- C. Assign the user parameter UGR correctly in the user master data.
- D. Assign sufficient authorizations to create the missing infotypes during an action.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 204**

A customer needs to make significant adjustments to their existing organizational structure. How would you proceed?

- A. Copy the current organizational plan into a new plan version and make the adjustments.
- B. Create an evaluation path with a new plan version.
- C. Copy the enterprise structure into a new plan version and make the adjustments.
- D. Copy the current active objects into the rejected status and create new objects.

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 205**

An employee works on an internal project for one month. For this period, his personnel costs must be charged to a different cost center but he must remain assigned to the same position in Organizational Management (OM). What is the recommended approach?

- A. Assign a new cost center to the position through IT1001 (Relationship).
- B. Change the cost center in IT0001 (Organizational Assignment).
- C. Maintain the cost center in IT0027 (Cost Distribution).
- D. Change the cost center in IT1018 (Cost Distribution).

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 206**

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 TARIF and an amount on V\_T510 (Pay Scale Groups).
- 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 SUMME as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 207**

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay?

- A. Propose the employee's pay scale group and level from T510
- B. Propose wage type amounts from T510
- C. Determine the amount of the Annual salary (ASAL)
- D. Determine the amount of the Benefit salary (BSAL)

**Correct Answer:** B

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 208**

The customer does need all of the infotypes shown in PA30. How do you set up PA30 to only show the infotypes required by the user?

- A. Remove the infotypes from the infotype menu.
- B. Remove the infotypes by changing the screen header.
- C. Remove the infotypes from P\_ORGIN from the authorization roles of the users.
- D. Remove the infotypes from the infogroup.

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 209** Which of the following definitions are part of the counting rule configuration? (Select two)

- A. Variants
- B. Deduction Rules
- C. Base Entitlement
- D. Rounding Rules

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 210** A customer wants to ensure data changes on certain infotypes in the payroll past are taken into account in the next payroll run. Which indicators should you set on V\_T582A (Infotype Attributes)? (Select two)

- A. Time Constraint
- B. Past Entry Allowed
- C. Retroactive Accounting Payroll
- D. List Time Periods

**Correct Answer:** BC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 211**

In which area of the Organization and Staffing user interface (transaction PPOME) do you update account assignment features?

- A. In the Selection area
- B. In the Detail area
- C. In the Overview area
- D. In the Search area

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 212**

How does the system respond when you attempt to create a time entry prior to the earliest retro accounting period on the payroll control record?

- A. The time entry is not created but time data is recalculated back to the earliest retro accounting period
- B. The time entry is created and the time data is recalculated back to the earliest retro accounting period
- C. The time entry is created and the time data is recalculated to consider the new time entryD. The time entry is not created and no time data is recalculated

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 213**

Your employee receives a pay raise effective July 1st of the current year. What is the recommended way to update IT0008 (Basic Pay)?

- A. Choose the Delimit function and change the end date to June 30th.
- B. Change the existing record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Create a new record effective July 1st.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**



**QUESTION 214**

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Add the SPLIT\_DATA\_REQUIRED switch to the report selection.
- B. Add the DATA\_REQUIRED switch to the InfoSet.
- C. Rewrite the Ad Hoc Query definition.
- D. Use the filter function to search for the personnel area.

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 215** Which views are available in the Time Manager's Workplace?

- A.
  - Multi-Day
  - Multi-Person
  - One Day View
- B.
  - Detail Maintenance
  - Multi-Day
  - Multi-Person
- C.
  - Expert Mode
  - Team View• Multi-Day
- D.
  - Team View

- One Day View
- Detail Maintenance

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 216

Which of the following definitions is associated with both employee subgroup and personnel subarea groupings in Time Management?

- A. Public holiday calendar
- B. Attendance and absence types
- C. Leave type
- D. Work schedule

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 217

A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays. Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days? (Choose three.)

- A. Set the counting rules to include 50% quota multiplier for hours.
- B. Set the deduction rules to query the different holiday classes.
- C. Set the counting rules to include a 50% quota multiplier for days.
- D. Set the counting rules to query the different holiday classes.
- E. Set the counting rules to query different conditions for the current day.



**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 218** A manager is in charge of two separate departments. The manager needs different access authorizations for the master data of the employees in each department. Which authorization object must be activated?

- A. P\_ORGINCON
- B. P\_APPL
- C. P\_PLOG
- D. P\_PERNR

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 219

A customer wants to generate reports on payroll results in Ad Hoc Query. Which steps do you need to configure to create payroll results infotypes? (Choose three)

- A. Assign calculation rules to payroll infotypes
- B. Define evaluation wage types
- C. Create and generate payroll infotypes
- D. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- E. Assign wage types to evaluation wage types

**Correct Answer:** BCE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 220

A global company wants the field characteristics (optional, required, or hidden) on IT0001 Organizational Assignment to differ by country. How can you achieve this?

- A. Configure multiple header definitions and assign for each country.
- B. Configure country-specific infotype menus for fast entry.
- C. Maintain the feature P0001 and adjust screen modifications.
- D. Use standard HR authorization objects for infotypes.

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 221** What is the most efficient way to assign cost centers to employees in order to reduce ongoing maintenance?



- A. Assign cost center to employees directly on IT0027 (Cost Distribution).
- B. Assign cost center to employees directly on IT0001 (Organizational Assignment).
- C. Assign cost centers to the positions within an organizational plan.
- D. Assign cost centers to the organizational units within an organizational plan.

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 222** In which logical database are you able to restrict the InfoSet using an object type?

- A. PLOGI
- B. PCH
- C. PAP
- D. PNPCE

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

#### QUESTION 223

You set up time evaluation to accrue absence quotas for employees at the end of each pay period. You need to adjust these quotas periodically. How could you accomplish this?

- A. Change the quota field directly on IT2006 (Absence Quotas).
- B. Enter the adjustment on (IT2013 Quota Corrections).
- C. Use report RPTQTA00 to overwrite the absence entitlement on IT2001 (Absences).
- D. Use report RPTQTA00 to overwrite the absence entitlement on IT2012 (Time Transfer Specifications).

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 224** For the personnel number assignment, you require different number ranges for different personnel areas. Using the feature NUMKR, where would you assign the default number range?

- A. In the Status field
- B. In the Structure
- C. In the field for decision operation
- D. In the return value

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 225**

What is the main purpose of employee subgroup groupings in SAP Human Capital Management?



- A. To act as control indicators in the personnel structure
- B. To control HR data access using authorization roles
- C. To define the selection criteria for absences and attendances
- D. To control default values for infotype fields

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 226** An employee was on vacation. In addition to entering a vacation absence record, the employee also wants to create an overtime record on the same day. Which elements must be configured to prevent this scenario? (Choose two)

- A. The reaction indicator
- B. The absence/attendance class
- C. The time constraint class
- D. The collision class
- E. The availability indicator

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 227**

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota. How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement? (Select two)

- A. Leave both the minimum and maximum duration fields blank.
- B. Assign a fraction of a day in the minimum duration field.
- C. Assign screen 2001 for quota deduction.
- D. Leave the minimum duration field blank and enter 999 for the maximum duration limit.

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 228**

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries. How can you ensure that each time administrator only has access to the functions they require? (Select two)

- A. Assign the correct profile to each administrator.
- B. Create different profiles for each one of the time administrators.
- C. Assign administrators to different administrator groups in table T526.
- D. Assign different profiles in feature PINCH.

**Correct Answer:** AB

**Section:** (none)

**Explanation**



**Explanation/Reference:**

**QUESTION 229**

A customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- A. Ad Hoc Query
- B. InfoSet Query
- C. Human Resource Information System (HIS) Query
- D. Business Warehouse (BW) Query

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 230**

What must you define to create and edit a custom object into the Organization and Staffing Interface (PPOME)? (Select two)

- A. Search node for the new object
- B. Interaction tools
- C. Service request(s) with evaluation path
- D. Column groups with header types
- E. Tab page definition

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 231**

Which element is mandatory in daily work schedule configuration?

- A. Daily work schedule class
- B. Daily work schedule selection rule
- C. Minimum working time
- D. Core times

**Correct Answer:** A

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 232**

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. The daily work schedule variant
- B. The work schedule rule
- C. A different payment according to position
- D. The working time

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 233**

Which of following master data fields are named in the definition of the authorization object P\_ORGIN? (Select three)

- A. Personnel Subarea
- B. Employee Group
- C. Employee Subgroup grouping
- D. Employee Subgroup
- E. Personnel Area

**Correct Answer:** BDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 234**

You created a new absence type. You want this absence type to deduct from an absence quota. Which Customizing steps are required to achieve this? (Select two)

- A. Assign screen 2001 to the absence type.
- B. Select the absence Quota Deduction checkbox.



- C. Assign the new absence type to a deduction rule.
- D. Set the absence type grouping to 1.

**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 235**

A customer wants to use relationships to accurately depict their organizational structure. Which of the following standard relationships and time constraints exists between organizational objects?

- A. A Position (S) can belong to multiple Organizational Units (O).
- B. A Position (S) can be described by multiple Jobs (C).
- C. An Organizational Unit (O) can incorporate multiple Jobs (C).
- D. A Job (C) can describe multiple Positions (S).

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 236**

Which two switches are mandatory to activate the integration between Personnel Administration and Organizational Management? (Select two)

- A. PLOGI ORGA
- B. PLOGI PLOGI
- C. PLOGI EVENB
- D. PLOGI EVPAC
- E. PLOGI PRELI



**Correct Answer:** AB

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 237** What is the purpose of IT0105  
(Communication)? (Select two)

- A. To determine the default language for employee communication
- B. To store employee telephone numbers and e-mail addresses
- C. To activate the functions in the Business Workplace
- D. To assign system user names to personnel numbers

**Correct Answer:** BD

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 238** A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA). Which of the following values can be imported from OM into PA? (Select three)

- A. Weekly Working Hours on IT0007 (Planned Working Time)



- B. Work Schedule Rule on IT0007 (Planned Working Time)
- C. Planned Compensation on IT0008 (Basic Pay)
- D. Cost Center on IT0001 (Organizational Assignment)
- E. Employee Subgroup on IT0001 (Organizational Assignment)

**Correct Answer:** CDE

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 239** How can you update the employment status of an employee?

- A. By using the Change Entry/Leaving Date utility in transaction PA30
- B. By setting the employee's position to obsolete in PP01
- C. By running a personnel action using transaction PA40
- D. By using the Change Payroll Status utility in transaction PA30

**Correct Answer:** C

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 240** What information does the relationship specification (A/B) provide?



- A. Sequence of related objects
- B. Direction of relationships
- C. Planning status of relationships
- D. Priority of related objects

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 241**

When would you use an existing work schedule rule as the basis for a part-time work schedule without additional configuration?

- A. Current schedule. Monday-Thursday (8 hours) and Friday (4 hours) New schedule. Monday - Friday (7.2 hours)
- B. Current schedule. Monday-Thursday (10 hours) New schedule. Monday - Thursday (6 hours)
- C. Current schedule. Monday-Thursday (9 hours) and Friday (4 hours) New schedule. Monday - Friday (4 hours)D. Current schedule. Monday - Friday (8 hours) New schedule. Monday, Wednesday, and Friday (8 hours)

**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 242** The employment percentage for an employee in infotype 0007 (Working Times) is updated. You want to ensure that infotype 0008 (Basic Pay) is presented to the user for verification. How can you accomplish this? (Choose two)

- A. Create a dynamic action on infotype 0007
- B. Use feature P0008
- C. Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008D. Implement the logic in user exit ZXPADU01

**Correct Answer:** AC

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 243** Which is the typical sequence of steps in an ASAP roadmap?

- A.
  - Business Blueprint
  - Project Preparation
  - Final Preparation
  - Realization
  - Go Live Support
- B.
  - Project Preparation
  - Business Blueprint
  - Realization
  - Final Preparation
  - Go Live Support
- C.
  - Project Preparation
  - Final preparation
  - Business Blueprint
  - Realization
  - Go Live Support
- D.
  - Project Preparation
  - Realization
  - Business Blueprint
  - Final Preparation
  - Go Live Support



**Correct Answer:** B

**Section:** (none)

**Explanation**

**Explanation/Reference:**

**QUESTION 244**

You are setting up a time management process where all times are recorded. You want to allow the administrator to maintain alternate work schedules. Which method would you choose?

- A. Positive time management with the addition of IT2004 (Availability)
- B. Negative time management with the addition of IT2004 (Availability)
- C. Negative time management with the addition of IT2003 (Substitutions)
- D. Positive time management with the addition of IT2003 (Substitutions)

**Correct Answer:** D

**Section:** (none)

**Explanation**

**Explanation/Reference:**