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NEW QUESTION: 1

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)?

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

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

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 4

What does the SAP Web AS provide?

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

Which infotypes must be included in a CATS mini master personnel action?

There are 2 correct answers to this question.

Response:

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

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 6

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?

There are 2 correct answers to this question.

Response:

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 7

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?

Please choose the correct answer.

Response:

A. IT0008 Basic Pay

IT0057 Membership Fees

IT2010 Employee Remuneration Info

B. IT0014 Recurring Payments/Deductions

IT0015 Additional Payments

IT2010 Employee Remuneration Info

C. IT0008 Basic Pay

IT0014 Recurring Payments/Deductions

IT0015 Additional Payments

D. IT0083 Leave Compensation

IT0416 Quota Compensation

IT2010 Employee Remuneration Info

Answer: C (LEAVE A REPLY)

NEW QUESTION: 8

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

(Choose two)

A. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.

B. To suggest an alternate holiday calendar based on the substitute work schedule.

C. To suggest a default alternate period work schedule (PWS) based on new clock times.

D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 9

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

Please choose the correct answer.

Response:

A. To control default values for infotype fields

B. To define the selection criteria for absences and attendances

C. To control HR data access using authorization roles

D. To act as control indicators in the personnel structure

Answer: D (LEAVE A REPLY)

NEW QUESTION: 10

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

There are 3 correct answers to this question.

Response:

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

Answer: A,C,E (LEAVE A REPLY)

NEW QUESTION: 11

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?

Please choose the correct answer.

Response:

- A. Assign the infogroup for the hiring action to the new personnel administrator in table T526.
- B. Assign the correct reference user group 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.

Answer: (SHOW ANSWER)

NEW QUESTION: 12

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?

There are 3 correct answers to this question.

Response:

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

Answer: A,C,E (LEAVE A REPLY)

NEW QUESTION: 13

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?

There are 2 correct answers to this question.

Response:

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 14

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

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 15

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

There are 3 correct answers to this question.

Response:

- A. The feature LGMST
- B. The infotype 1005 (Planned Compensation)
- C. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- D. The module TARIF
- E. The feature TARIF

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 16

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

There are 2 correct answers to this question

Response:

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

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

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 18

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 19

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

Please choose the correct answer.

Response:

- A. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) 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. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)

Answer: B (LEAVE A REPLY)

NEW QUESTION: 20

Which elements are required in a quota selection rule?

There are 3 correct answers to this question.

Response:

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

Answer: B,D,E (LEAVE A REPLY)

NEW QUESTION: 21

A customer wants to use relationships to accurately depict their organizational structure.

Which are standard relationships between organizational objects?

There are 2 correct answers to this question.

Response:

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

Answer: B,E (LEAVE A REPLY)

NEW QUESTION: 22

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 counting rules to include a 50% quota multiplier for days.
- C. Set the counting rules to query the different holiday classes.

- D. Set the deduction rules to query the different holiday classes.
- E. Set the counting rules to query different conditions for the current day.

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 23

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?

There are 2 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Which of the following definitions are part of the counting rule configuration? (Choose two)

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

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 25

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?

Please choose the correct answer.

Note: Answers of this question are not verified by our experts, please study yourself and select the appropriate answers.

Response:

- A. -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.
- B. -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.
- C. 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.
- D. -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.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 26

Which of the following are functions of the logical database in Reporting?

There are 3 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

How can you update the employment status of an employee?

Please choose the correct answer.

Response:

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 28

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 ANSAL and an amount on V_T510 (Pay Scale Groups).
- C. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 29

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 30

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?

Please choose the correct answer.

Response:

- A. P_ORGINCON
- B. P_APPL
- C. P_PERNR
- D. P_PLOG

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 31

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. Set up a dynamic action that creates an IT0019 (Monitoring of Tasks) record during a hiring or rehiring action.
- B. Define default values with DATAR feature.
- C. Set up a background job of the Date Monitoring report.
- D. Select Lead/Follow-Up Time and Operator Values on IT0041 (Date Specifications).

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 32

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. Company
- D. Organizational Unit
- E. Job Key
- F. Cost Center

Answer: D,E,F ([LEAVE A REPLY](#))

NEW QUESTION: 33

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

There are 2 correct answers to this question.

Response:

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

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 34

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 35

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_APPL

B. P_ORGINCON

C. P_PLOG

D. P_PERNR

Answer: B (LEAVE A REPLY)

NEW QUESTION: 36

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

A. Assignment of public holiday calendar

B. Status of employee participation in time evaluation

C. Dynamic assignment based on clock-in entries

D. Work schedule rule

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 37

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?

Please choose the correct answer.

Response:

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 ANSAL and an amount on V_T510 (Pay Scale Groups).

C. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).

D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Answer: A (LEAVE A REPLY)

NEW QUESTION: 38

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

Please choose the correct answer.

Response:

A. Payment Information (BT) table

B. Cost Distribution (CO) table

C. Work Center/Basic Pay (WPBP) table

D. Results (RT) table

Answer: D (LEAVE A REPLY)

NEW QUESTION: 39

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

Please choose the correct answer.

Response:

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 40

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

(Choose three)

- A. The employee has an active user ID assigned on IT0105 (Communication).
- 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 employee has authorization to use PA20 (Display Master Data) to display their employees' data.
- E. The employee holds the chief position of an organizational unit.

Answer: A,C,E (LEAVE A REPLY)

NEW QUESTION: 41

Which functions are performed by the payroll control record?

There are 3 correct answers to this question.

Response:

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

Answer: A,C,E (LEAVE A REPLY)

NEW QUESTION: 42

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

There are 3 correct answers to this question.

Response:

- A. Delimit infotype
- B. Translate language-dependent text
- C. Copy structures

D. Execute actions

E. Change status

Answer: C,D,E (LEAVE A REPLY)

NEW QUESTION: 43

In a standard system, which infotypes are available to distribute costs in SAP Time Management?

There are 3 correct answers to this question.

Response:

A. Substitutions (IT2003)

B. Cost Assignments (IT0027)

C. Employee Remuneration (IT2010)

D. Time Events (IT2011)

E. Timesheet defaults (IT0315)

Answer: B,C,E (LEAVE A REPLY)

NEW QUESTION: 44

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

Please choose the correct answer.

Response:

A. Public holiday calendar

B. Work schedule

C. Leave type

D. Attendance and absence types

Answer: B (LEAVE A REPLY)

NEW QUESTION: 45

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

A. Object Characteristics

B. Validity Period

C. Infotype Maintenance

D. Time Constraint

Answer: D (LEAVE A REPLY)

NEW QUESTION: 46

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?

Please choose the correct answer.

Response:

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

Answer: B (LEAVE A REPLY)

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NEW QUESTION: 47

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

Please choose the correct answer.

Response:

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

Answer: (SHOW ANSWER)

NEW QUESTION: 48

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?

There are 2 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 49

You need to understand the concepts of Organizational Management. What are the functions of Organizational Management?

There are 3 correct answers to this question.

Response:

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

Answer: B,C,E ([LEAVE A REPLY](#))

NEW QUESTION: 50

A customer wants to store pay scale data on IT0008 (Basic Pay) for their employees.

Which configuration steps are necessary?

Please choose the correct answer.

Response:

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 51

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

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?

There are 2 correct answers to this question.

Response:

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 53

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

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

Answer: B,E ([LEAVE A REPLY](#))

NEW QUESTION: 54

Which selection parameters can be used for the pre-program data medium exchange (DME) file?

There are 2 correct answers to this question.

Response:

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

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 55

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM?

There are 3 correct answers to this question.

Response:

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

E. Capacity Planning

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 56

You can valuate absences as if the employee had already worked.

Please choose the correct answer.

Response:

A. False

B. True

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 57

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)?

Please choose the correct answer.

Response:

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.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 58

Which characteristics can be assigned to a wage type in table V_T511 (Wage Type Characteristics)? (Choose three)

A. Indirect valuation module

B. Rewritable

C. Processing class

D. Employee subgroup grouping for personnel calculation rule

E. Operation indicator (deduction wage type)

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 59

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. An Organizational Unit (O) can incorporate multiple Jobs (C).

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 60

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?

Please choose the correct answer.

Response:

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 61

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?

Please choose the correct answer.

Response:

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

Answer: (SHOW ANSWER)

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NEW QUESTION: 62

A customer wants to generate a report to analyze trends in employee headcount over the past five years.

Which reporting tool do you recommend?

Please choose the correct answer.

Response:

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 63

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

Please choose the correct answer.

Response:

- A. Configure table T511_B (Wage Type Permissibility) and configure feature ABKRS to default the correct indirect amount.
- B. Configure table T539A (Default Wage Type Model) and configure feature LGMST to default the correct indirect amount.
- C. Assign indirect valuation module PRZNT in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).
- D. Assign indirect valuation module SUMME in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).

Answer: D (LEAVE A REPLY)

NEW QUESTION: 64

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

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 65

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?

Please choose the correct answer.

Response:

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

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 66

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 67

What transactions are available to maintain time infotypes?

There are 3 correct answers to this question.

Response:

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

Answer: A,B,E ([LEAVE A REPLY](#))

NEW QUESTION: 68

Which element is mandatory in daily work schedule configuration?

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 69

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 70

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

Please choose the correct answer.

Response:

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 71

What is the purpose of IT0302 (Additional Actions)?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 72

How can you distinguish a BW report from an SAP ERP HCM report?

There are 3 correct answers to this question.

Response:

- A. BW reporting data could come from multiple systems.
- B. The foundation for the BW data has to be InfoSet Query.
- C. The BW reports allow for time series comparisons.
- D. The BW reports include sets of characteristics and key figures.
- E. The BW reports are based on the logical databases PNPCE and PCH.

Answer: A,C,D ([LEAVE A REPLY](#))

NEW QUESTION: 73

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? (Choose two)

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

D. Assign different profiles in feature PINCH.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 74

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

A. SAP NetWeaver Business Warehouse

B. Ad Hoc Query

C. SAP Query

D. Report Writer

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 75

What is essential relationship in Organization Management?

Please choose the correct answer.

Response:

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 76

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?

Please choose the correct answer.

Response:

A. Create a Planned Working Time infotype (IT0007)

B. Create an Absences infotype (IT2001)

C. Create a Time Recording information infotype (IT0050)

D. Create a Substitutions infotype (IT2003)

Answer: A ([LEAVE A REPLY](#))

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NEW QUESTION: 77

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. O B002 A
- C. A A002 O
- D. O B002 O

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 78

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

Please choose the correct answer.

Response:

- A. P_PERNR
- B. P_ORGXX
- C. P_PLOG
- D. P_ORGIN

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 79

Which of the following components are included in SAP ERP Talent Management?

There are 3 correct answers to this question.

Response:

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

Answer: C,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 80

How do you designate a worker as part-time?

Please choose the correct answer.

Note: Answers of this question are not verified by our experts, please study yourself and select the appropriate answers.

Response:

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 81

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 82

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

Please choose the correct answer.

Response:

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

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 83

What default values can be defined using the TARIF feature?

There are 2 correct answers to this question.

Response:

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

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 84

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

Please choose the correct answer.

Response:

- A.** Current schedule Monday-Thursday (10 hours) New schedule Monday - Thursday (6 hours)
- B.** Current schedule Monday-Thursday (8 hours) and Friday (4 hours) New schedule Monday - Friday (7.2 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)

Answer: A (LEAVE A REPLY)

NEW QUESTION: 85

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?

There are 2 correct answers to this question.

Response:

- A.** Configure module TARIF
- B.** Configure feature TARIF
- C.** Define default values on IT1008 (Account Assignment Features)
- D.** Assign pay scale type and area to personnel area/subarea
- E.** Define default values on IT2010 (Employee Remuneration)

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 86

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

Answer: C (LEAVE A REPLY)

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