

SAP.C-HRHPC-2011.v2022-04-05.q38

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NEW QUESTION: 1

Which item is included in the ALE integration from Employee Central Payroll to SAP S/4HANA Finance?

- A. Master data
- B. Tax data
- C. Cost center
- D. Posting

Answer: D (LEAVE A REPLY)

NEW QUESTION: 2

What does the RPDELPTINT utility report perform when you run it for a specified batch?
There are 3 correct answers to this question.

- A. It deletes data from the staging area of PTEX2000, PTEX2010 and PTEXDIR.
- B. It reprocesses the batch.
- C. It deletes employee time data.
- D. It deletes employee payroll results.
- E. It restores deleted employee time data.

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

NEW QUESTION: 3

What does the RPDELPTINT utility report perform when you run it for a specified batch?
There are 3 correct answers to this question.

- A. It restores deleted employee time data.

- B. It deletes employee time data.
- C. It reprocesses the batch.
- D. It deletes data from the staging area of PTEX2000, PTEX2010 and PTEXDIR.
- E. It deletes employee payroll results.

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

NEW QUESTION: 4

What is the absolute retroactive accounting limit for an employee?

- A. Offer Date
- B. Termination Date
- C. Hiring Date
- D. Transfer Date

Answer: C (LEAVE A REPLY)

NEW QUESTION: 5

Which values are used for the retroactive accounting limit? There are 3 correct answers to this question.

- A. Payroll alert detailed information
- B. Employee hiring date
- C. Employee transfer date
- D. Payroll control record
- E. Payroll status data

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

NEW QUESTION: 6

Which of the following sections of data are entered during the hiring of a new employee?

- A. Personal Information
- B. Payment Information
- C. Person Info
- D. Job Information
- E. Compensation Information

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

NEW QUESTION: 7

What is tool used to assign specific permissions in Employee Central Payroll?

- A. Manage Permission Groups
- B. Manage Role-Based Permission Access
- C. View User Permission
- D. Manage Permission Roles

Answer: D (LEAVE A REPLY)

NEW QUESTION: 8

Which of the following prerequisites must you confirm before you replicate time types?

- A. Employees are set up without the need for a work schedule.
- B. The work schedule default feature (SCHKZ) must be set for every replicated employee.
- C. Time data configuration is set up the same way in Employee Central and Employee Central Payroll.
- D. Absences can be recorded without clock times.

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

NEW QUESTION: 9

Which authorizations can you assign for the Payroll Control Center? There are 3 correct answers to this question.

- A. HR Manager
- B. Simplified Configuration for Policies
- C. System Administrator
- D. Payroll Administrator
- E. Payroll Team Manager

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

NEW QUESTION: 10

Which objects are available in the Front End Action Log Viewer History ?

- A. Manually Assigned Alerts
- B. Automatically Resolved Alerts
- C. KPIs causing alerts
- D. Applied Validation Rules

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

NEW QUESTION: 11

Which authorization object do you assign to payroll administrators to use the Payroll Control Center?

- A. PCTR Authorization Concept (P_P_CTR_AUT)
- B. Payroll Data Source Class (P_PYD_CLS)
- C. Source Instance (P_PYD_INST)
- D. Payroll Data Source Instance (P_PYD_AUTH)

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

NEW QUESTION: 12

What does the Initial Load of Payroll Results declustering tool allow you to verify? There are 3 correct answers to this question.

- A. Selected tables
- B. Selected client

- C. Selected rows
- D. Selected employees
- E. Selected processes

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

NEW QUESTION: 13

A manager needs to update their direct report's pay rate. Assume Employee Central Payroll is fully configured and integrated. Where can the manager apply this update?

- A. Job and Compensation information
- B. Basic Pay infotype
- C. Recurring Allowances/Deductions infotype
- D. Payment information

Answer: A (LEAVE A REPLY)

NEW QUESTION: 14

You are setting up the SAP S/4HANA Cloud business integration. How do customer roles support you?

- A. The accounting expert applies configuration settings in the Configuration Your Solution app.
- B. The cost accountant creates cost centers.
- C. The key users create custom fields.
- D. The financial accountant determines the logic app.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 15

Which message type in the ALE distribution model do you configure to integrate WorkForce software and Employee Central Payroll?

- A. HRMD_A
- B. HRSM_C
- C. HRINW
- D. HRSM_D

Answer: D (LEAVE A REPLY)

NEW QUESTION: 16

When you enable country specific fields in the succession data model, which HRIS element (portlet) is updated?

- A. JobInfo
- B. BiographicInfo
- C. ComplInfo
- D. PersonInfo

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 17

What are Kronos labor levels?

- A. Organizational and accounting structures
- B. Workflow structures
- C. Costing structures
- D. Employee structures

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

Which section in permissions would you navigate to provide access to the "My Processes" user interface?

- A. Payroll Control Center Configuration
- B. SAP System Configuration
- C. General User Permission
- D. Payroll System Assignment

Answer: A (LEAVE A REPLY)

NEW QUESTION: 19

Time data approvals in Workforce software use the supervisor assigned to the employee in the job information. Your project requires that approvals be performed by someone else. How do you enable this requirement?

- A. Maintain alternate approvers directly in Workforce software.
- B. Configure a custom field for an alternative approver in the employment information.
- C. Configure a custom field for an alternative approver in the job information.
- D. Configure a different approver from the job relationship information.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 20

What tool is used to see the status of an employee being replicated to Employee Central Payroll

- A. Data API Audit Log
- B. Data Replication Monitor
- C. sfAPI audit log
- D. API Center

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What value can you select when you execute the Reset Process Instance program?

- A. Date and time
- B. Copy Mode
- C. Process Instance ID
- D. user Id

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

NEW QUESTION: 22

In which section do you activate Employee Central Payroll?

- A. Upgrade Center
- B. Manage Employee Central Settings
- C. Admin Center
- D. Company Settings

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

What does the RPDELPTINT utility report perform when you run it for a specified batch?

- A. It deletes data from the staging area of PTEX2000, PTEX2010 and PTEXDIR.
- B. It restores deleted employee time data.
- C. It reprocesses the batch.
- D. It deletes employee payroll results
- E. It deletes employee time data.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

Which Employee Central Admin Center tool do you use to make a field that is required for employee master data replication mandatory?

- A. Import foundation data
- B. Data replication configuration
- C. Manage business configuration
- D. Manage data

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

NEW QUESTION: 25

Where do you provide access to the Payroll Control Center for payroll managers?

- A. Payroll Unified Configuration
- B. Role-based permissions
- C. Payroll System Assignment
- D. Payroll Control Center authorization

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

What happens to the data replication proxy object after successful replication?

- A. The object is deleted.
- B. The object status is updated to In Sync.
- C. The object status is updated to Successful.
- D. The object is locked.

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

NEW QUESTION: 27

Which of the following list of events can trigger retroactive accounting? There are 3 correct answers to this question.

- A. Update to employee contact information
- B. Time sheet data entered in the system
- C. Hiring
- D. Past Salary Increase

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

NEW QUESTION: 28

An employee receives a pay statement with an additional amount. This amount is classified as a retro calculation difference. How can you explain this additional amount? There are 2 correct answers to this question.

- A. The employee received a promotion to another department, which was effective two weeks earlier.
- B. The employee left the company a few years ago and returned to the company as a rehire.
- C. The employee was hired, but the hiring date was effective in the previous payroll period.
- D. The employee entered time on the timesheet and changed one of the future dates.

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

NEW QUESTION: 29

A payroll manager role in role-based permissions (RBP) is available. As you can see in the screenshot, the payroll manager can navigate to Payroll but is unable to view any ciata. What configuration is missing for the payroll manager?

- A. Manage Policies

- B. Manage Processes Access
- C. Payroll System Assignment
- D. My Alerts Access

Answer: C (LEAVE A REPLY)

NEW QUESTION: 30

What configuration needs to be performed to avoid the creation of new employees after data migration?

- A. Enable the Employee Subgroup (ES) switch in the Personnel Act on Types in the Set Up Personnel Actions configuration step.
- B. Maintain personnel number ranges with the external number range switch.
- C. Update the feature for defaulting employee numbers (NUMKR) for internal number assignment when hiring new employees.
- D. Populate the key mapping table with the mapping of PERNRIDs in Employee Central to Employee Central Payroll.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 31

Which gross pay validation rules are delivered with the SAP Payroll Control Center rapid-deployment solution?

- A. Employees with total deductions that are positive
- B. Overtime payment over a certain amount
- C. Overview payment over a certain amount
- D. Blocked vendor list

Answer: B,D (LEAVE A REPLY)

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NEW QUESTION: 32

Where can you view the earliest personal retroactive accounting date?

- A. Payroll Control Record
- B. Payroll Status
- C. Payroll Area

D. Payroll Basic Pay

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

NEW QUESTION: 33

An employee requires back pay due to a recent promotion. Which Payroll Control Center function does the payroll manager use to make this correction?

- A. My Alerts
- B. Manage Processes
- C. My Processes
- D. My Off Cycles

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

NEW QUESTION: 34

What configuration option must you performing Employee Central Payroll to allow multiple occasions of time wage types from Employee Central?

- A. Check wage type characteristics.
- B. Define overtime compensation type for EE remuneration info.
- C. Define wage type permissibility for each PS and ESG.
- D. Check entry permissibility per infotype.

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

NEW QUESTION: 35

Which activities can you perform with the P_PYO_INST authorization object?

- A. Configure fine-granular authorizations based on the exact user role.
- B. Provide access to decluster tables.
- C. Control access to different data source instances
- D. Provide macro-level control of data source instances

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

Which tool would you use to create a group that can be used to identify all payroll managers in the system for the purposes of authorization

- A. Manage Permission Groups
- B. View User Permission
- C. Manage Role-Based Permission Access
- D. Manage Permission Roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

You need to assign the API permission to the SFAPI user using Permission Assignment API. Which API permission do you assign?

- A. Employee Central Foundation SOAP API
- B. Employee Central Foundation ODATAAPI
- C. Employee Central HRIS SOAP API
- D. Employee Central HRIS ODATAAPI

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

Which settings can you apply for the P_PYD_IAUT authorization field in the P_PYO_INST payroll source instance? There are 2 correct answers to this question.

- A. D: Display worklist
- B. I: Recheck individual results objects
- C. W: Access worklist
- D. R: Read individual results objects

Answer: ([SHOW ANSWER](#))

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