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NEW QUESTION: 1

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

Please choose the correct answer.

Response:

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 2

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

Please choose the correct answer.

Response:

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

Which element is mandatory in daily work schedule configuration?

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

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

NEW QUESTION: 4

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform? Please choose the correct answer.

Response:

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

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

NEW QUESTION: 5

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

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

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

NEW QUESTION: 8

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

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

Answer: ([SHOW ANSWER](#))

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 organizational structure has been developed for the company.

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

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

NEW QUESTION: 11

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?

There are 2 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

What does the SAP Web AS provide?

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

Which of the following are features of SAP Solutions Manager?

There are 3 correct answers to this question.

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

Response:

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

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

NEW QUESTION: 14

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 created and the time data is recalculated back to the earliest retro accounting period
- B.** The time entry is not created but 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

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

NEW QUESTION: 15

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 16

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

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

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

NEW QUESTION: 18

When a master data record is maintained, which options result in a historical record?

There are 2 correct answers to this question.

Response:

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

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

NEW QUESTION: 19

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

There are 3 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 20

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 21

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?

Please choose the correct answer.

Response:

- A. Schema TQTA (Generate Absence Quotas)
- B. Table T59L (Quota Configuration - Selection Rules)
- C. Feature QUOMO (Determination of Quota Type Selection Rule Group)
- D. Report RPTQTA00 (Generate Absence Quotas)

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

NEW QUESTION: 22

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

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

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

NEW QUESTION: 23

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?

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 24

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? (Choose two)

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

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 25

Which functions are performed by the payroll control record?

There are 3 correct answers to this question.

Response:

- A. Control and tracking of the individual stages of the payroll processing
- 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 master and time data so current or past changes cannot be made during the payroll process
- E. Locking and setting the limit for simulation runs so testing can take place

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

NEW QUESTION: 26

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 27

How can you classify employees with different pay and leave policies?

There are 2 correct answers to this question

Response:

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

Answer: (SHOW ANSWER)

NEW QUESTION: 28

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 29

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)?

Please choose the correct answer.

Response:

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 30

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?

There are 2 correct answers to this question.

Response:

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

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 31

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: C (LEAVE A REPLY)

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NEW QUESTION: 32

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? (Choose two)

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

Answer: (SHOW ANSWER)

NEW QUESTION: 33

What is the purpose of IT0105 (Communication)? (Choose two)

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 34

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

Please choose the correct answer.

Response:

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

Answer: (SHOW ANSWER)

NEW QUESTION: 35

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

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 36

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 37

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

There are 2 correct answers to this question.

Response:

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

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 38

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 a valid time management status assigned on IT0007 (Planned Working Time).
- B.** The employee does not have an IT0008 (Basic Pay) with work hours per period.
- 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).

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

NEW QUESTION: 39

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

Please choose the correct answer.

Response:

- A.** Rewrite the Ad Hoc Query definition.
- B.** Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- C.** Add the DATA_REQUIRED switch to the InfoSet.
- D.** Use the filter function to search for the personnel area.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

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

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

NEW QUESTION: 41

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?

There are 3 correct answers to this question.

Response:

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

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

NEW QUESTION: 42

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

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

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

D. * Project Preparation

* Business Blueprint

* Realization

* Final Preparation

* Go Live Support

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

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 different profiles in feature PINCH.

B. Create different profiles for each one of the time administrators.

C. Assign the correct profile to each administrator.

D. Assign administrators to different administrator groups in table T526.

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

NEW QUESTION: 45

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? (Choose two)

A. IT0000 (Personnel Actions) for incorrect employment status

B. Payroll control record for incorrect personnel numbers

C. IT0008 (Basic Pay) for incorrect pay scale type/area assignment

D. IT0001 (Organizational Assignment) for incorrect payroll area assignment

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 46

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. Use feature P0008

B. Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008

C. Create a dynamic action on infotype 0007

D. Implement the logic in user exit ZXPADU01

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

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NEW QUESTION: 47

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

Please choose the correct answer.

Response:

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 48

What characteristics are defined for a daily work schedule variant rule?

There are 2 correct answers to this question.

Response:

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

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 49

In the standard system, which relationships are included when an existing position is copied?

There are 2 correct answers to this question

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

Response:

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

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

NEW QUESTION: 50

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)?

There are 2 correct answers to this question.

Response:

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

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

NEW QUESTION: 51

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

RuleNoHoliday class

b123456789Hol.cl.next day

b123456789Weekday

1234567Variant

0101..x..... xxxxxxxxxxxxxxxxxxB

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration?

There are 2 correct answers to this question.

Response:

- A. Configure a daily work schedule with DWS selection rule 01.
- 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 variant B for the shorter days.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 53

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

Which interfaces would allow you to create one quickly while displaying it graphically?

There are 2 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

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 PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- 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: B ([LEAVE A REPLY](#))

NEW QUESTION: 55

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

Which planning statuses are available when creating new organizational objects?

Please choose the correct answer.

Response:

- A. - Vacant
- Approved

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

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

NEW QUESTION: 57

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 58

How can you update the employment status of an employee?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 59

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 60

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
- D. Personnel Area
- E. Employee Subgroup grouping

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 61

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 62

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: (SHOW ANSWER)

NEW QUESTION: 63

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 64

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

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 65

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

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

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

NEW QUESTION: 66

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 67

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?

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 68

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 69

What information is controlled by the user group parameter (UGP)?

There are 2 correct answers to this question.

Response:

A. Infotype screen layouts

B. Wage types

C. Infogroups

D. Actions menus

E. Infotype menus

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 70

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

A. Base Entitlement

B. Variants

C. Rounding Rules

D. Deduction Rules

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 71

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_PERNR

B. P_APPL

C. P_PLOG

D. P_ORGINCON

Answer: D (LEAVE A REPLY)

NEW QUESTION: 72

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

Please choose the correct answer.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 73

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?

There are 3 correct answers to this question.

Response:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 74

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. Organizational unit
- C. Personnel number
- D. Company code

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

NEW QUESTION: 75

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

Please choose the correct answer.

Response:

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

D. Personnel subarea

Answer: A (LEAVE A REPLY)

NEW QUESTION: 76

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

Please choose the correct answer.

Response:

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

Answer: (SHOW ANSWER)

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NEW QUESTION: 77

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

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 78

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

There are 3 correct answers to this question.

Response:

- A. Pension Management

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

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

NEW QUESTION: 79

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 80

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

There are 2 correct answers to this question.

Response:

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

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

NEW QUESTION: 81

What is the purpose of IT0302 (Additional Actions)?

Please choose the correct answer.

Response:

- 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 status-changing personnel action can be saved per day per employee
- D. Ensures only one personnel action can be saved per day per employee

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

NEW QUESTION: 82

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

Please choose the correct answer.

Response:

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

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

NEW QUESTION: 83

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

(Choose three)

- A. The employee holds the chief position of an organizational unit.
- B. The organizational structure has been developed for the company.
- C. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- 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.

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

NEW QUESTION: 84

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

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

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

NEW QUESTION: 85

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

Answer: ([SHOW ANSWER](#))

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