C_HRHPC_1911^{Q&As}

C_HRHPC_1911 : SAP Certified Application Associate - SAP SuccessFactors for Employee Central Payroll

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QUESTION 1

When you configure country-specific de-clustering, which activities do you perform? There are 3 correct answers to this question.

A. Switch synchronous de-clustering off.

B. Select the database connect on.

C. Define de-clustering for each country.

D. Select the payroll tables.

E. Select cluster table PCL4.

Correct Answer: BCD

QUESTION 2

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

A. Payroll Data Source Instance (P_PYD_AUTH)

B. PCTR Authorization Concept (P_P_CTR_AUT)

C. Source Instance (P_PYD_INST)

D. Payroll Data Source Class (P_PYD_CLS)

Correct Answer: C

QUESTION 3

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

A. PersonInfo

B. CompInfo

C. BiographicInfo

D. JobInfo

Correct Answer: D

QUESTION 4

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

A. Update the feature for defaulting employee numbers (NUMKR) for internal number assignment when hiring new employees.

B. Populate the key mapping table with the mapping of PERNRIDs in Employee Central to Employee Central Payroll.

C. Maintain personnel number ranges with the external number range switch.

D. Enable the Employee Subgroup (ES) switch in the Personnel Act on Types in the Set Up Personnel Actions configuration step.

Correct Answer: B

QUESTION 5

The cancellation/deletion of retrospective absence data from Kronos is NOT a supported integration scenario. How does this impact your Employee Central Payroll implementation?

A. Custom integration is required to handle automatic processing.

B. Absence recording is performed directly in Employee Central Payroll instead of Kronos

C. Employee Central Time Off must be implemented

D. Manual processes are required to correct retrospective absence records in Kronos.

Correct Answer: D

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