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SAP Certified Application Associate - Human Capital Management with SAP ERP 6.0 EHP6

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QUESTION 1

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

QUESTION 2

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

A. T527X(Organizational Units)

B. T513 (Jobs)

C. CSKS (Cost Centers)

D. T528B(Positions)

E. T777I (Infotypes Per Object Types)

Correct Answer: ABD

QUESTION 3

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. Rewrite the Ad Hoc Query definition.

B. Use the filter function to search for the personnel area.

C. Add the SPLIT_DATA_REQUIRED switch to the report selection.

D. Add the DATA_REQUIRED switch to the InfoSet.

Correct Answer: D

QUESTION 4

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

QUESTION 5

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