

DUMPS ARENA

**SAP Certified Associate - SAP HCM Payroll with
ERP 6.0 EHP7**

SAP C HCMPAY2203

Version Demo

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QUESTION NO: 1

What does function GEN/8 do?

- A. It generates secondary wage types and writes them to the input table (IT) for each partial period.
- B. It multiplies a wage type by 100000 and writes the result to the rate (RTE) field for each partial period.
- C. It generates a maximum of 8 secondary wage types and writes them to the input table (IT) for each partial period.
- D. It divides a wage type by 100000 and writes the result to the rate (RTE) field for each partial period.

ANSWER: A**Explanation:**

Function **GEN/8** generates secondary wage types /801 to /816. Factoring values are assigned to these secondary wage types during calculation.

By accessing GEN/8, the system determines the following:

- The system generates and writes secondary wage types /801 to /8nn to the input table IT for each WPBP (Work Center Basic Pay) split period.
- The factor is set at 1 in each secondary wage type /8nn generated and then multiplied by the constant GENAU 100,000.00 to increase the accuracy of the calculations. The result is written to the RTE (Rate) field.

QUESTION NO: 2

Which of the following rules are used to determine hourly rates for all employees? Note: There are 2 correct answers to this question.

- A. X015
- B. X013
- C. X010
- D. X012

ANSWER: A B**Explanation:**

The subschema XT00 then calls personnel calculation rule **X013**. The values for employees not paid by the hour are divided by the flat-rate number of hours in a period. This results in an amount per working hour that is entered as the valuation basis in the rate field (*RTE*) for wage types /001 and /002.

Function P2010 imports the bonuses (for example for dirty work) entered as employee remuneration information. The internal table Input Table (IT) then stores the wage types with the number of hours specified in the *NUM* field.

The *RTE* field remains empty. Valuation is performed in personnel calculation rule **X015**, which checks whether the internal table IT contains time wage types. If time wage types are found in the table IT, the system performs the valuation set up in Customizing.

QUESTION NO: 3

You are using operation ADDWTE*.Into which table will the wage type be transferred?

- A. Working Place Basic Pay table (WPBP)
- B. Results table (RT)
- C. Time Input table (TIP)
- D. Output table (OT)

ANSWER: B**Explanation:**

ADDWTE*	Add the current wage type to the results table RT
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QUESTION NO: 4

You want to calculate partial period factors including unpaid absences in work days for all counting classes.What variable do you use?

- A. SAP02
- B. AAU**
- C. SAP**
- D. KAU**

ANSWER: B

Explanation:

The variants for unpaid absences for a specific basic pay period, possibly weighted, are as follows:

- KAUxx: Unpaid absence measured in calendar days
- AAUxx: Unpaid absence measured in workdays
- SAUxx: Unpaid absence measured in working hours

QUESTION NO: 5

Which of the following are applicable to retroactive accounting? Note: There are 2 correct answers to this question.

- A. Every customizing change in the past automatically leads to retroactive accounting when you start payroll.
- B. A change to master data that is relevant for payroll in the current period automatically leads to retroactive accounting.
- C. You can use the "Forced retro.accounting" data field to trigger a forced retroactive accounting.
- D. Every change to customizing data that is relevant for payroll leads to retroactive accounting.

ANSWER: A B**Explanation:**

If you change the HR master data for a period for which the payroll has already been run, the payroll must be run again for the same period using the current values. This is known as retroactive accounting.

Both HR master data and a large number of Customizing table entries include a start and end date. The payroll program requires these dates so that it can perform calculations for specific days and retroactive accounting for previous periods.

The system recognizes changes to payment infotypes and triggers retroactive accounting. For example, when you make changes to the master data for earlier periods, the arrears are calculated automatically and paid along with the current pay period's salary. Because the system recognizes retroactive accounting automatically, you cannot change the payroll results manually.

QUESTION NO: 6

Which wage types can you use to calculate the hourly base rate for salaried employees? Note: There are 2 correct answers to this question.

- A. /002
- B. /001

C. /802

D. /801

ANSWER: A B

Explanation:

The valuation bases for employees who are not paid by the hour are divided by the flat-rate number of hours in a period. This results in an hourly rate that is stored in the *RTE* (rate) field for wage types /001 and /002.

QUESTION NO: 7

Where can SAP Payroll evaluate the absence using absence valuation? Note: There are 3 correct answers to this question.

- A. On the working day in which the absence ends
- B. In the payroll period in which the absence ends
- C. In the payroll period in which the absence begins
- D. In the working week in which the absence begins
- E. On the actual dates in each affected payroll period

ANSWER: B C E

Explanation:

If an employee's absence spans over several payroll periods, valuation can occur in one of the following ways:

- In the payroll period in which the absence begins
- In the payroll period in which the absence ends
- On a pro rata basis in each payroll period affected

QUESTION NO: 8

Which operations would you use in a personnel calculation rule (PCR) called by function PIT (Process the IT table) to reduce the amount of a wage type by 10% and also retain it for further processing?

- A. AMT* 0.90 |ADDWT *
- B. AMT* 0.90 |ADDWTI*
- C. AMT* 0.10 |ADDWTI*

D. AMT* 0.10 |ADDWT *

ANSWER: A

QUESTION NO: 9

What can be included in an average calculation rule?Note: There are 3 correct answers to this question.

- A. Relevant average period
- B. Modifier groupings
- C. Frozen averages
- D. Cumulation rules

ANSWER: A C D

Explanation:

Create the calculation rules using the previously defined relevancy rules, cumulation rules, final processing rules, and comparison rules.

Specify from how many previous periods the relevant average periods should be selected, and whether the current period should be included. Select a time unit for the relevant average periods.

Specify if the calculated average value should be frozen. The rate is then stored in the AVERAGE table in the payroll results. For example, in the case of an absence covering several payroll periods, use the calculated average value throughout. You can also use an average value that was calculated in the first payroll period of the year in all the payroll periods in the year.

If you want to use a relevancy test to determine the relevant period, you must enter the maximum number of relevant periods and the time unit you require.

QUESTION NO: 10

Which of the following is an executable payroll schema?

- A. X010
- B. XT00
- C. XPPF
- D. X000

ANSWER: D

Explanation:

