

## SAP.C-P2W12-2311.v2026-02-10.q27

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### NEW QUESTION: 1

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

- A. ITO000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- B. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)
- C. ITO002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)

**Answer: D (LEAVE A REPLY)**

### NEW QUESTION: 2

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?

Note: There are 2 correct answers to this question.

- A. Assign different profiles in feature PINCH.
- B. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- C. Create different profiles for each time entry requirement in Customizing.

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

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

### **NEW QUESTION: 3**

You need to outline the payroll process for the end users in a company.

What is the correct sequence of steps?

A. Release for Simulation → Release for Payroll → Exit → Check Results

B. Release for Simulation → Check Results → Release for Corrections → Exit

C. Release for Payroll → Release for Corrections → Exit → Check Results

D. Release for Payroll → Release for Corrections → Check Results → Exit

**Answer: A (LEAVE A REPLY)**

### **NEW QUESTION: 4**

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?

Note: There are 3 correct answers to this question.

A. Time wage type selection rule

B. Cumulation rule

C. Final processing rule

D. Adjustment rule

E. Processing class 01 rule

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

### **NEW QUESTION: 5**

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should 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 sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.

C. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.

D. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.

**Answer: (SHOW ANSWER)**

### **NEW QUESTION: 6**

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A.** Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- B.** Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- C.** Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
- D.** Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 7**

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs. What do you recommend?

- A.** Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- B.** Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- C.** Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.
- D.** Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 8**

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period.

Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

- A.** Processing class 10 queried in personnel calculation rule XVAL
- B.** Processing class 01 queried in personnel calculation rule X010
- C.** Processing class 03 queried in personnel calculation rule X020
- D.** Processing class 20 queried in personnel calculation rule XPPF

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 9**

A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization. How can you achieve this?

- A. Set up an Infotype menu for fast data entry.
- B. Maintain the ADDR5 feature to determine screen control for foreign addresses.
- C. Adjust the screen modifications in the Infotype Screen Control table.
- D. Configure multiple header definition settings for use on the Header Structure per Infotype table.

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 10**

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME).

What are the four main areas of the hierarchy framework in PPOME?

- A. Menu area, Object area, Overview area, Infotype area
- B. Object area, Tools area, Overview area, Infotype area
- C. Tools area, Search area, Overview area, Detail area
- D. Search area, Selection area, Overview area, Detail area

**Answer: D (LEAVE A REPLY)**

#### **NEW QUESTION: 11**

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. MULTI NRA
- B. GCY X014
- C. RTE=TSDIVP
- D. DIVID ARN

**Answer: C (LEAVE A REPLY)**

#### **NEW QUESTION: 12**

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- A. New working time
- B. Different payment according to position
- C. New work schedule rule
- D. Different holiday calendar

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 13**

What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The valuation bases wage type for both hourly and salaried employees

- B. The valid pay grade for each employee
- C. The permissible wage types for infotype 0008 (Basic Pay)
- D. The valid pay scale group and levels for each employee

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

**NEW QUESTION: 14**

You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? Note: There are 2 correct answers to this question.

- A. SAP Query
- B. Report Writer
- C. ABAP List Viewer
- D. Ad Hoc Query

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

**NEW QUESTION: 15**

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for?

Note: There are 3 correct answers to this question.

- A. As a field to determine absence and attendance types
- B. As a field to determine the holiday calendar
- C. As a field for decisions for default values
- D. As a field in authorization checks
- E. As a selection criterion for reporting

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

**NEW QUESTION: 16**

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

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration? Note: There are 2 correct answers to this question.

Rule	No	Holiday class	Hol.cl.next day	Weekday	Variant
01	01	123456789	0123456789	1234567	0

- A. Configure a daily work schedule with DWS selection rule 01.
- B. Configure a daily work schedule variant B for the shorter days.
- C. Configure a daily work schedule with zero planned hours on public holidays.
- D. Create a new period work schedule for half days.

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

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#### **NEW QUESTION: 17**

You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.

Which operations must be included in your rule?

- A. ELIMI and MULTI
- B. ELIMI and ADDWT
- C. AVERA and DIVID
- D. ROUND and ADDWT

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

#### **NEW QUESTION: 18**

The SAP Human Capital Management system stores all employee master data in infotype records.

What can you use to process infotype records?

Note: There are 3 correct answers to this question.

- A. Overview entry
- B. Initial entry maintenance
- C. Single screen maintenance
- D. Personnel actions
- E. Fast entry

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

#### **NEW QUESTION: 19**

You want a report that shows the relationship between a legal entity and a person and includes their organizational unit and position.

Which evaluation path would return the appropriate data using standard relationships?

- A. OR->OO-> SS->PO-> O OR -> OR
- B. S->PP-> OR O->SO-> O OR -> OR
- C. P-> OR O-> S OR -> OR O->PO-> O
- D. OR->PP->OO->SO->OOR-> OR

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

**NEW QUESTION: 20**

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A.** N-You can create a new record, but the record remains unchanged. Collisions are not displayed.
- B.** A-The old record is delimited and the new record is created. All collisions are displayed.
- C.** W-You can create a new record, but the record remains unchanged. All collisions are displayed.
- D.** E - The new record cannot be added and the system issues an error message. All collisions are displayed.

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

**NEW QUESTION: 21**

A customer is concerned that WPBP splits on the IT input table may lead to overpayments. What explanations do you provide to address their concerns?

Note: There are 2 correct answers to this question.

- A.** WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.
- B.** WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- C.** WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- D.** WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.

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

**NEW QUESTION: 22**

Which of the following are functions of the logical database in Reporting?

Note: There are 3 correct answers to this question.

- A.** Data retrieval
- B.** Authorization checks
- C.** Selection screen definition
- D.** Database storage
- E.** Transaction processing

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

**NEW QUESTION: 23**

What is the first step when creating department and reporting structures?

- A.** Create the company code.

- B. Create the root organizational unit.
- C. Create the chief position.
- D. Create the job catalog.

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

#### **NEW QUESTION: 24**

You are developing an InfoSet for a Time Management report.  
Which logical database should you select?

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

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

#### **NEW QUESTION: 25**

Which functions are performed by the payroll control record?

Note: There are 3 correct answers to this question.

- A. Control and tracking of the individual stages of the payroll processing
- B. Definition of the earliest possible retroactive accounting date for each payroll area
- C. Determination of the country for which the payroll will be processed
- D. Locking and setting the limit for simulation runs so testing can take place
- E. Locking master and time data so current or past changes cannot be made during the payroll process

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

#### **NEW QUESTION: 26**

Which element is mandatory in daily work schedule configuration?

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

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

#### **NEW QUESTION: 27**

A customer has created a customer-specific internal object in Organizational Management.  
How can you customize the relationships between the new object and objects delivered by SAP? Note: There are 2 correct answers to this question.

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

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

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