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Real IT Certification Exam Study guide/Braindumps

Exam : **C-HCMPAY2203**

Title : SAP Certified Application
Associate - SAP HCM Payroll
with ERP 6.0 EHP7

Vendor : SAP

Version : DEMO

NO.1 Which personnel calculation rule is used to determine the "Time wage type selection group" (MODIF W)?

- A. TMOD
- B. X013
- C. X015
- D. XMOD

Answer: A

You use function MOD in personnel calculation rule TMOD. This function is used to determine the **time wage type** selection rule group that the time evaluation driver should use to access the entries for an employee in the **Time Wage Type** Selection table.

NO.2 You are using operation ADDWTE*. Into which table will the wage type be transferred?

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

Answer: D

Explanation

Graphical user interface, text Description automatically generated

ADDWTE*	Add the current wage type to the results table RT
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NO.3 How can you evaluate a wage type if it is configured to use constant valuation bases? Note: There are 3 correct answers to this question.

- A. Configure a varying amount based on pay scale group and pay scale level.
- B. Configure a varying amount based on an average rate.
- C. Assign a fixed amount.
- D. Configure a varying amount based on the hourly rate.
- E. Configure a varying amount based on employee group and employee subgroup.

Answer: A,D,E

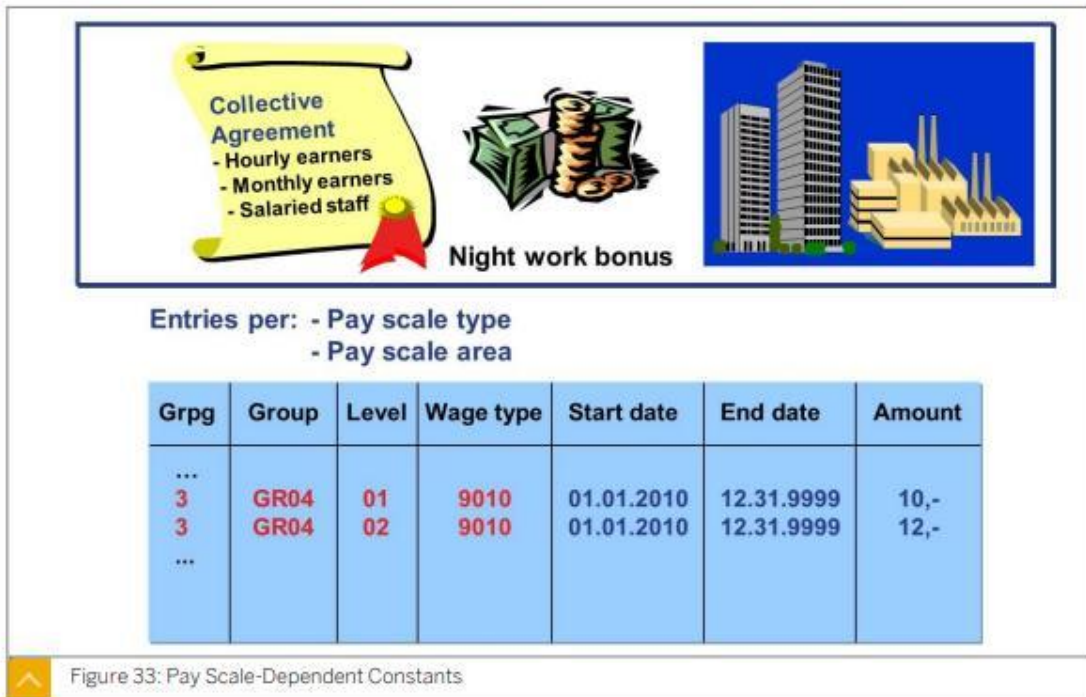
Explanation

Graphical user interface, text, application Description automatically generated

In payroll, a constant amount is the basis for valuation of a wage type. This amount does not depend on the employee's organizational assignment or on any other characteristics.

Each wage type can have several entries denoting various validity periods.

Pay Scale-Dependent Constants



You must define the values for each pay scale level and wage type if the wage types are subject to constant valuation depending on their pay scale level assignment.

Note the various employee subgroup groupings for collective agreement provisions specified when the employee subgroups are defined.

NO.4 What does function GEN/8 do?

- A. It generates a maximum of 8 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 divides a wage type by 100000 and writes the result to the rate (RTE) field for each partial period.

period.

D. It generates secondary wage types and writes them to the input table (IT) for each partial period.

Answer: D

Explanation

Text Description automatically generated

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.

NO.5 Which processing class determines if a wage type should be considered for factoring?

A. Processing class 10

B. Processing class 6

C. Processing class 20

D. Processing class 3

Answer: A

PClass 10 is for factoring which is used salary prorate when an employee joins or leaves in the middle of the month or when an employee is on unpaid absence.

NO.6 In what customizing table do you group employees for use in personnel calculation rules (PCRs)?

A. V_T511

B. V_503_B

C. V_001P_K

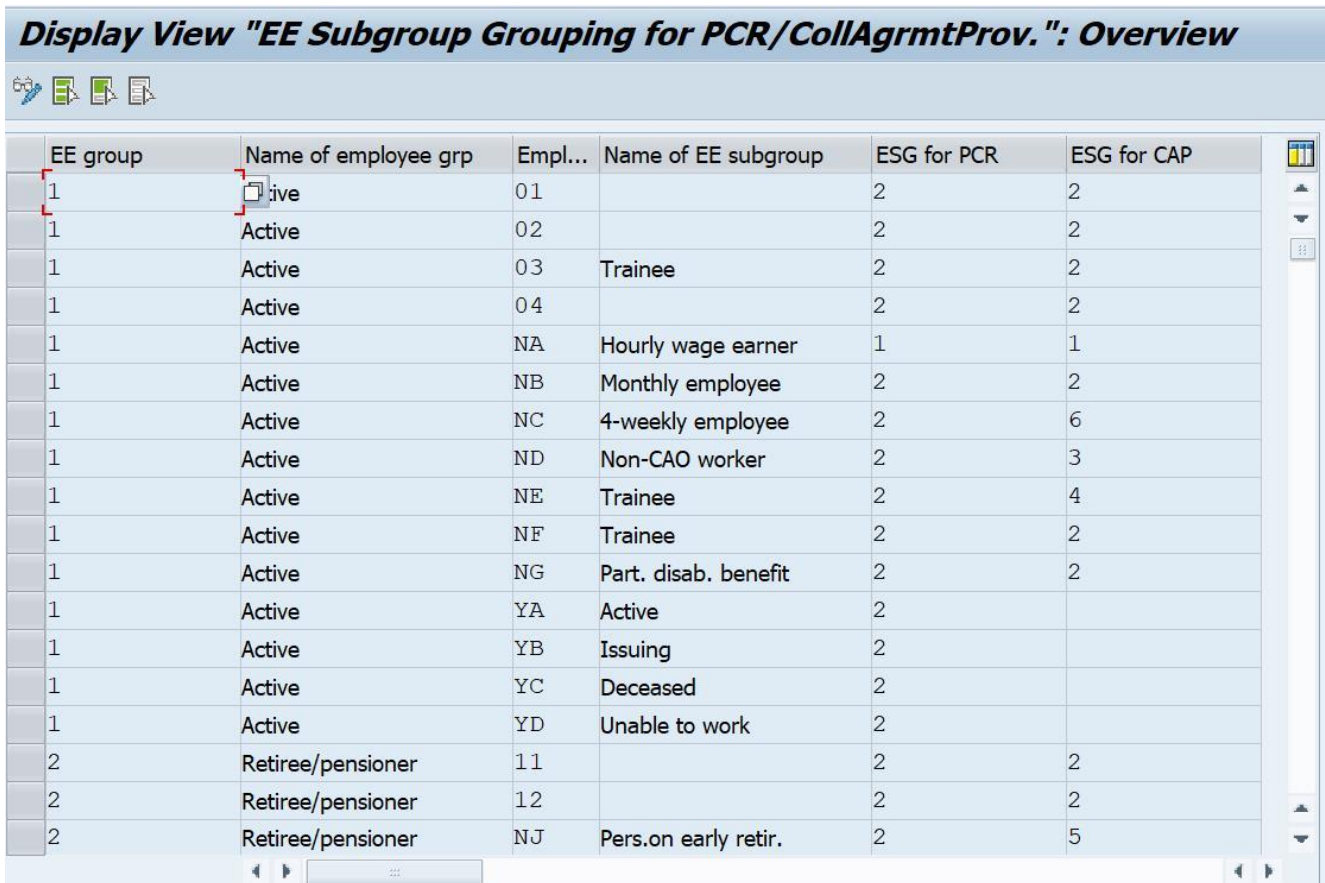
D. V_512W_O

Answer: B

Explanation

Table Description automatically generated

Display View "EE Subgroup Grouping for PCR/CollAgrmtProv. ": Overview



EE group	Name of employee grp	Empl...	Name of EE subgroup	ESG for PCR	ESG for CAP
1	Active	01		2	2
1	Active	02		2	2
1	Active	03	Trainee	2	2
1	Active	04		2	2
1	Active	NA	Hourly wage earner	1	1
1	Active	NB	Monthly employee	2	2
1	Active	NC	4-weekly employee	2	6
1	Active	ND	Non-CAO worker	2	3
1	Active	NE	Trainee	2	4
1	Active	NF	Trainee	2	2
1	Active	NG	Part. disab. benefit	2	2
1	Active	YA	Active	2	
1	Active	YB	Issuing	2	
1	Active	YC	Deceased	2	
1	Active	YD	Unable to work	2	
2	Retiree/pensioner	11		2	2
2	Retiree/pensioner	12		2	2
2	Retiree/pensioner	NJ	Pers.on early retir.	2	5

NO.7 What function generates time wage types on the TIP table?

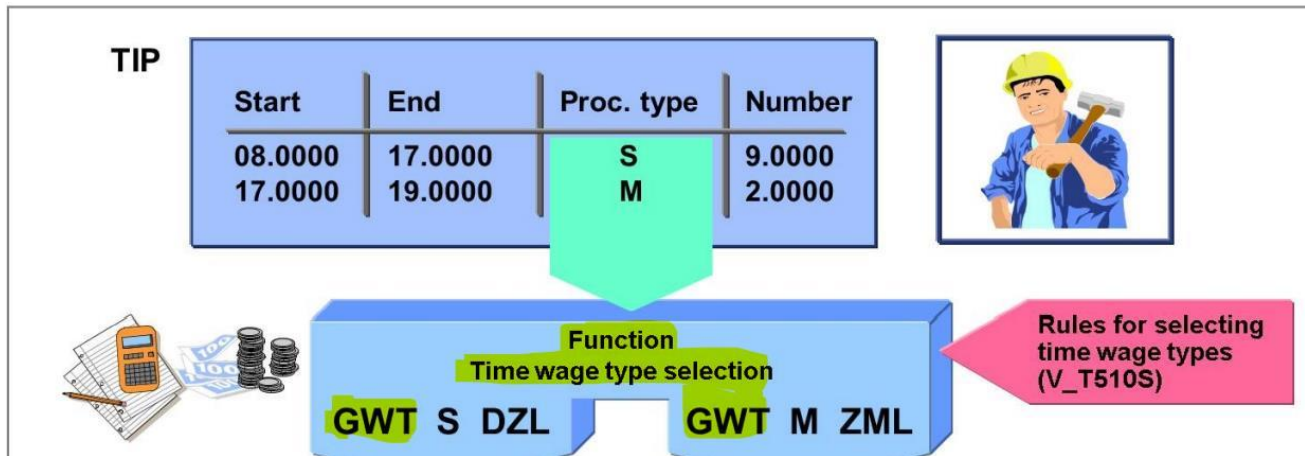
- A. PIT
- B. DAYPR
- C. PZL
- D. GWT

Answer: D

Explanation

Diagram Description automatically generated with medium confidence

Time Wage Type Selection Rules



NO.8 How can an HR administrator process payroll for an employee after the employee has left the organization?

- A. Maintain Run Payroll up to Date on the Payroll Status infotype (IT0003).
- B. Maintain the Earliest MD Change date on the Payroll Status infotype (IT0003).
- C. Maintain an advance payment from master data.
- D. Maintain a qualified advance payment.

Answer: A

Explanation

Graphical user interface, application, Word Description automatically generated

Display Payroll Status

Personnel No: 10010 Name: Prof. A.F.G. van Gomez

EE group: 1 Active Pers.area: 0001 Hoofdkantoor Amsterdam

EE subgroup: 01 Cost Center: 120000

Chng: 27.06.2022 AGOMEZ

Payroll/Retroactive Accounting

Earl.pers. RA date: Accounted to: 31.07.2022

Run payroll up to: Earliest MD change: Do not account after: