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SAP Certified Application Associate SAP SuccessFactors for Employee Central Payroll 1H/2022

SAP C HRHPC 2211

Version Demo

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QUESTION NO: 1

Which values are used for the retroactive accounting limit? There are 3 correct answers to this question.

- A. Payroll alert detailed information
- B. Payroll control record
- C. Payroll status data
- D. Employee hiring date
- E. Employee transfer date

ANSWER: B C D

QUESTION NO: 2

Which of the following prerequisites must you confirm before you replicate time types?

- A. Absences can be recorded without clock times.
- B. The work schedule default feature (SCHKZ) must be set for every replicated employee.
- C. Employees are set up without the need for a work schedule.
- D. Time data configuration is set up the same way in Employee Central and Employee Central Payroll.

ANSWER: A D

QUESTION NO: 3

A cost center was changed, and you must manually trigger the initial replication from SAP S/4HANA Finance to Employee Central Payroll. Which application do you use?

- A. Maintain Communication User
- B. Replicate by Replication Model
- C. Communication System
- D. Communication Arrangements

ANSWER: B

QUESTION NO: 4

You are integrating Employee Central (EC) to Employee Central Payroll (ECP). What activities must you perform as prerequisites?

- A. Set key mapping of location codes
- B. Assign wage types to infotypes.
- C. Match pay components in EC to wage types in ECP.
- D. Align personnel areas and personnel subareas with EC.

ANSWER: C D

QUESTION NO: 5

What does the Initial Load of Payroll Results declustering tool allow you to verify?

- A. Selected processes
- B. Selected employees
- C. Selected rows
- D. Selected tables
- E. Selected client

ANSWER: B C D

QUESTION NO: 6

What happens to the data replication proxy object after successful replication?

- A. The object status is updated to Successful.
- B. The object status is updated to In Sync.
- C. The object is locked.
- D. The object is deleted.

ANSWER: B

QUESTION NO: 7

Which SAP Cloud Platform value mapping translation tables between Employee Central picklist entries and Kronos values are delivered in the standard integration package?

There are 3 correct answers to this question

- A. Time profile
- B. Address mapping by country
- C. Employment status
- D. Pay rule
- E. Termination event reason

ANSWER: B C D

QUESTION NO: 8

You are configuring business rules for the effective start date of a recurring deduction. Which picklist value must you use to active the earliest retro check?

- A. Is before
- B. Is on or before
- C. Is on or after
- D. Is after

ANSWER: C

QUESTION NO: 9

Which permission is used to control access to the Complete Payroll Tasks tile?

- A. Payroll System Assignment
- B. Trigger Data Replication Proxy Creation Job
- C. Payroll Data Maintenance Task
- D. Data Replication Configuration

ANSWER: C

QUESTION NO: 10

Which message type in the ALE distribution model do you configure to integrate WorkForce software and Employee Central Payroll?

- A. HRINW
- B. HRMD_A
- C. HRSM_C
- D. HRSM_D

ANSWER: D