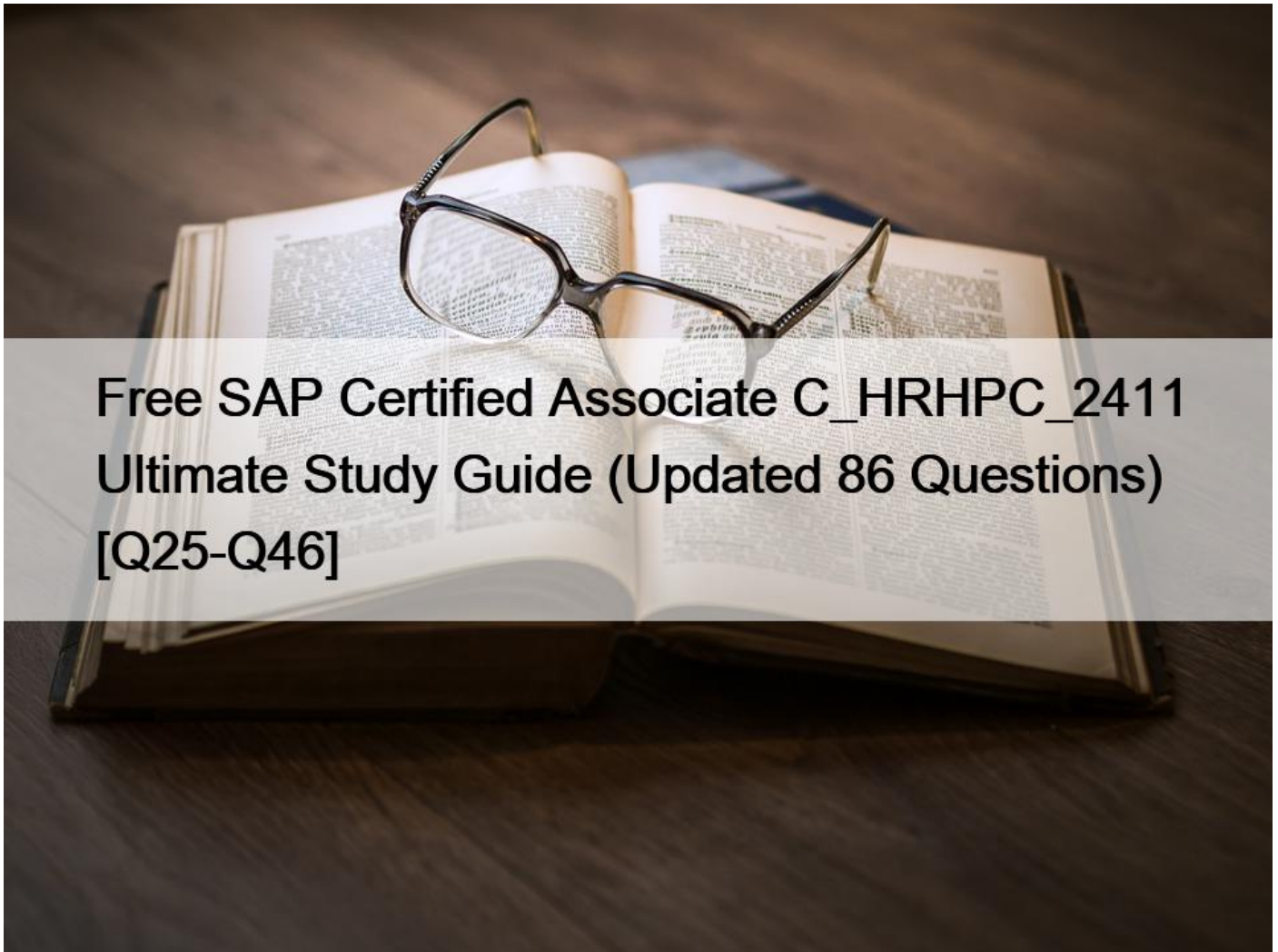


## Free SAP Certified Associate C\_HRHPC\_2411 Ultimate Study Guide (Updated 86 Questions) [Q25-Q46]



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### SAP C\_HRHPC\_2411 Exam Syllabus Topics:

TopicDetailsTopic 1- Payroll Control Center Tools:Topic 2- Integration Employee Central Payroll and SAP Financials: This section of the exam measures the skills of SAP Administrators and covers the integration between Employee Central Payroll and SAP Financials. It emphasizes ensuring seamless data flow between payroll and financial modules. A skill to be measured is managing integration points effectively.Topic 3- Managing Clean Core: This section of the exam measures the skills of SAP Consultants and covers the principles of maintaining a clean core within SAP systems. It emphasizes minimizing custom modifications to enhance system agility and upgradeability. One skill to be measured is identifying unnecessary customizations effectively.Topic 4- This section of the exam measures the skills of SAP Payroll Administrators and covers various tools available within the Payroll Control Center. It focuses on utilizing these tools for monitoring and managing payroll processes efficiently. A skill to be measured is leveraging control center tools effectively.Topic 5- Decluttered Payroll Results: This section of the exam measures the skills of SAP administrators and covers understanding decluttered payroll

results within SAP systems. It focuses on analyzing payroll data structures for reporting purposes. A skill to be measured is interpreting decluttered payroll data accurately. Topic 6- Provisioning Settings for Employee Central Payroll: This section of the exam measures the skills of System Administrators and covers the provisioning settings necessary for configuring Employee Central Payroll. It focuses on establishing foundational settings for payroll processing. A skill to be measured is configuring provisioning settings accurately.

**NO.25** What must you do to define a process type when working on the test payroll results?

- \* Set the corresponding process template category to MO (Monitoring).
- \* Create a step group template of type 'TEST'; in the corresponding process template.
- \* Set the business template version of the corresponding process template to 002.
- \* Define the period parameter of the corresponding process template category on value 01

**NO.26** Which of the following can trigger retroactive accounting by default? Note: There are 2 correct answers to this question.

- \* Deviation from the work schedule in the past
- \* Late entry of employee mobile number
- \* Retroactive email address change
- \* Time-sheet information received late

**NO.27** Which Business Functions are mandatory prerequisites for configuring and using the declustered payroll results? Note: There are 2 correct answers to this question.

- \* HCM\_LOC\_CI\_105
- \* HCM\_LOC\_CI\_68
- \* HCM\_LOC\_CI\_63
- \* HCM\_LOC\_CI\_50

**NO.28** What must you do to define a process type when working on the test payroll results? Note: There are 2 correct answers to this question.

- \* Set the corresponding payroll process type category to MO (Monitoring).
- \* Set the period parameter of the corresponding process type to value 01.
- \* Set the corresponding payroll process type category to TM (Team Monitoring).
- \* Set the corresponding payroll process type category to TP (Test Payroll).

**NO.29** What are the authorization objects used to configure Payroll Control Center with simplified configuration? Note: There are 2 correct answers to this question.

- \* P\_PYD\_IAUT
- \* P\_PYC\_POL
- \* P\_PYC\_PYP
- \* P\_PYD\_INST

**NO.30** What can happen to replicated time off data when you set up work schedules and public holiday calendars differently in SAP SuccessFactors Employee Central and SAP SuccessFactors Employee Central Payroll?

- \* You can have differences in attendance hours, holiday payments, and factoring.
- \* You can have differences in absence hours, holiday payments, and factoring
- \* You can have differences in absence quota deduction and holiday payments
- \* You can have differences in time wage types and factoring

**NO.31** How many characters can the external code for a cost center have when you replicate employee data from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll?

- \* 40
- \* 10
- \* 80
- \* 20

**NO.32** To which accounting components can the payroll document be posted? Note: There are 3 correct answers to this question.

- \* General Ledger Accounting (FI-GL)
- \* Accounts Payable (FI-AP)
- \* Bank Accounting (FI-BL)
- \* Travel Management (FI-TV)
- \* Controlling (CO)

**NO.33** When you configure country-specific declustering, which activities do you perform?

Note: There are 3 correct answers to this question.

- \* Select the database connection.
- \* Define declustering for the specific country.
- \* Select cluster table PCL4.
- \* Switch wage garnishments off.
- \* Select the payroll tables.

**NO.34** What are the Kronos labor levels?

- \* Employee structures
- \* Workflow structures
- \* Permit structures
- \* Organizational and accounting structures

**NO.35** What are some required configurations before you can implement SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll (ECP) integration?

Note: There are 2 correct answers to this question.

- \* Ensure that access to the update provisioning settings for time off is available.
- \* Define the payroll policies in the Payroll Control Center.
- \* Ensure that SuccessFactors Provisioning access is available.
- \* Ensure that administration access to the SAP SuccessFactors Employee Central tenant is available.

**NO.36** Which infotypes are included when you replicate employee master data from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll?

Note: There are 3 correct answers to this question.

- \* Payroll status (IT0003)
- \* Recurring Payments/Deductions (IT0014)
- \* Insurance (Infotype 0037)
- \* Personal Data (0002)
- \* Actions (IT0000)

**NO.37** What table contains the header of the test payroll results?

- \* HRPY\_RGDIR
- \* HRDCT\_TPY\_RGDIR
- \* HRDCT\_LOAD\_PY\_RX

\* PC\_PAYRESULT

**NO.38** You get authorization object P\_PYD\_AAUT in your authorization profile. What can you access?

- \* Transaction PYC\_STEP\_GES
- \* Payroll Admin page in the Payroll Control Center
- \* Process Manager page in the Payroll Control Center
- \* Transaction PYC\_ADM\_TRANSACTION

**NO.39** What must you select in Provisioning when you implement SAP SuccessFactors Employee Central Payroll?

- \* Enable Cost Distribution
- \* Enable SAP SuccessFactors Employee Central Payroll
- \* Enable Payroll Integration
- \* Enable Payroll Control Center

**NO.40** Which of the following is an SAP best practice when you configure data models?

- \* Maintain corporate picklists that match the code lists in SAP SuccessFactors Employee Central Payroll.
- \* Maintain the corporate picklist and the succession picklists that both match the code lists in SAP SuccessFactors Employee Central Payroll.
- \* Maintain a unique corporate picklist and the succession picklists independent of the code lists in SAP SuccessFactors Employee Central Payroll.
- \* Maintain unique succession picklists independent of the code lists in SAP SuccessFactors Employee Central Payroll.

**NO.41** You need to verify the country-specific tables for international payroll declustered results. Which tables must exist to receive the correct result? Note: There are 3 correct answers to this question.

- \* DWPBP\_INDEX
- \* EVAL\_PERIOD
- \* HRPY\_WPBP
- \* DRT
- \* WPBP

**NO.42** You are integrating SAP SuccessFactors Employee Central (EC) to SAP SuccessFactors Employee Central Payroll (ECP). What activities must you perform as prerequisites? Note: There are 2 correct answers to this question

- \* Align personnel areas and personnel subareas with EC.
- \* Set up SAML2.0 single sign-on.
- \* Enable the Correction Phase Indicator
- \* Match pay components in EC to wage types in ECP.

**NO.43** How many characters can the internal cost center have when you replicate employee data from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll?

- \* 80
- \* 32
- \* 20
- \* 10

**NO.44** You executed transaction HRDCT\_DEL\_DATA on productive payroll results.

What is the result?

- \* The content of table HRPY\_RGDIR is deleted for sequence numbers greater than 99000.
- \* The content of table P2RX\_RT is deleted for sequence numbers less than 99000.
- \* The content of table WPBP\_INDEX is fully deleted.

\* The content of table HRDCT\_TPY\_RGDIR is fully deleted.

**NO.45** You are configuring business rules for the effective start date value must you use to activate the earliest retro check?

- \* Is on or after
- \* Is on or before
- \* Is after
- \* Is before

**NO.46** Which tables are used to identify retros in declustered payroll results?

Note: There are 2 correct answers to this question.

- \* HRPY\_RGDIR
- \* P2RX\_RT
- \* PCL2
- \* HRDCT\_TPY\_RGDIR

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