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Vendor:SAP

Exam Code:C_HRHPC_1911

Exam Name:C_HRHPC_1911 : SAP Certified
Application Associate - SAP SuccessFactors for
Employee Central Payroll

Version:Demo

QUESTION 1

You need to assign the API permission to the SFAPI user using Permission Assignment API. Which API permission do you assign?

- A. Employee Central HRIS SOAP API
- B. Employee Central HRIS ODATAAPI
- C. Employee Central Foundation ODATAAPI
- D. Employee Central Foundation SOAP API

Correct Answer: A

QUESTION 2

What is the absolute retroactive accounting limit for an employee?

- A. Transfer Date
- B. Offer Date
- C. Hiring Date
- D. Termination Date

Correct Answer: C

QUESTION 3

Which of the following list of events can trigger retroactive accounting? There are 3 correct answers to this question.

- A. Update to employee contact information
- B. Time sheet data entered in the system
- C. Past Salary Increase
- D. Hiring

Correct Answer: BCD

QUESTION 4

What information does Time Off replicate to Employee Central Payroll?

- A. Remuneration information

B. Absences

C. Working time D. Cost centers

Correct Answer: B

QUESTION 5

To which accounting components can the payroll document be posted?

A. Bank Accounting (FI-BL)

B. Controlling (CO)

C. Accounts Payable (FI-AP)

D. GL Accounting (FI_GL)

E. Travel Management

Correct Answer: BCD

QUESTION 6

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.

Correct Answer: CD

QUESTION 7

Which processes does the payroll process manager perform using the process configuration wizard? There are 2 correct answers to this question.

A. Create processes

B. Read processes

C. Edit process

D. Reassign processes

Correct Answer: AC

QUESTION 8

Which of the following technologies must you use when you integrate Employee Central Payroll with Kronos Workforce software?

- A. HTTP
- B. TCP/IP
- C. IDOC
- D. DSFTP
- E. SCPI

Correct Answer: ACD

QUESTION 9

Which of the following permissions are used in Employee Central Payroll?

- A. Employee Data
- B. Payroll System Assignment
- C. Payroll Control Center Configuration
- D. General User Permission
- E. SAP System Configuration

Correct Answer: BCE

QUESTION 10

What is the maximum field length of the cost center foundation object?

- A. 8
- B. 4
- C. 10
- D. 2

Correct Answer: C

QUESTION 11

During the payroll run, which validation rule identifies employees with missing electronic funds transfer (EFT) information?

- A. Employees with total deductions are positive
- B. Overview of cash payments
- C. Employees missing main bank details
- D. CATS transferred NOT complete

Correct Answer: C

QUESTION 12

What configuration needs to be performed to avoid the creation of new employees after data migration?

- A. Update the feature for defaulting employee numbers (NUMKR) for internal number assignment when hiring new employees.
- B. Populate the key mapping table with the mapping of PERNRIDs in Employee Central to Employee Central Payroll.
- C. Maintain personnel number ranges with the external number range switch.
- D. Enable the Employee Subgroup (ES) switch in the Personnel Act on Types in the Set Up Personnel Actions configuration step.

Correct Answer: B