

# SAP.C-HRHPC-2405.v2025-02-15.q51

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## NEW QUESTION: 1

The absence status for an employee is changed from Pending to Approved in Employee Central. What is created automatically?

- A. An employee data replication confirmation
- B. A data replication proxy object
- C. An employee data replication notification
- D. A change log for data replication

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

## NEW QUESTION: 2

Which Payroll Control Center process do you use to locate errors prior to production payroll?

- A. Automated Virus Analysis
- B. Team Monitoring
- C. Payroll Alert Assignment
- D. Payroll Process Manager

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

## NEW QUESTION: 3

Which of the following fields must you configure for the country-specific succession data model when you implement SAP SuccessFactors Employee Central Payroll?

- A. Payscale Type/Payscale Area
- B. Work Schedule/Time Management Status

- C. Personnel Area/Personnel Subarea
- D. Employee Group/Employee Subgroup

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 4**

Why is it important to select Yes for the Execute Proxy Creation Job when you set up the data replication configuration in SAP SuccessFactors Employee Central?

- A. To ensure the employee data replication status is updated
- B. To ensure the data replication proxy is created
- C. To ensure all future absences have a created replication proxy
- D. To ensure absences that were created prior to the configuration are replicated

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

**NEW QUESTION: 5**

An employee requires back pay due to a recent promotion that you would like to handle immediately. Which Payroll Control Center function does the payroll manager use to make this correction?

- A. Manage Processes
- B. My Processes
- C. My Alerts
- D. My Off-Cycles

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 6**

Which objects are available in the Front End Action Log Viewer History? Note: There are 2 correct answers to this question.

- A. KPIs causing alerts
- B. Applied validation rules
- C. Automatically resolved alerts
- D. Manually assigned alerts

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

**NEW QUESTION: 7**

To which accounting components can the payroll document be posted? Note: There are 3 correct answers to this question.

- A. Controlling (CO)
- B. Travel Management (FI-TV)
- C. General Ledger Accounting (FI-GL)
- D. Accounts Payable (FI-AP)
- E. Bank Accounting (FI-BL)

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 8**

Which step in a standard payroll process checks against the validation rules and potentially creates alerts?

- A. Initiate Policies
- B. Posting Simulation
- C. Start Payroll
- D. Monitoring

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 9**

Which transaction do you use for Time Off replication? v/ O HRSFEC\_PTP\_ABSE\_REPL

- A. HRSFEC\_PTP\_ATTE\_REPL
- B. HRSFEC\_PTP\_EE\_REPL
- C. ODTF\_REPL\_TM

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

**NEW QUESTION: 10**

A manager needs to update their direct report's pay rate. Assuming SAP SuccessFactors Employee Central Payroll is fully configured and integrated, where can the manager apply this update?

- A. Basic Pay infotype
- B. Compensation information
- C. Recurring Allowances/Deductions infotype
- D. Payment information

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

**NEW QUESTION: 11**

When you configure work schedules for the Employee Central custom field, which HRIS element must you use?

- A. imlInfo
- B. paymentInfo
- C. emailInfo
- D. jobinfo

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

**NEW QUESTION: 12**

You want to create an off-cycle process that will process a single date. What time parameter should you use?

- A. PERMO
- B. PAYDT

C. PERIOD

D. BOND

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

#### NEW QUESTION: 13

What is the recommended maximum field length of the cost center foundation object due to restrictions in SAP SuccessFactors Employee Central Payroll?

A. 2

B. 10

C. 8

D. 4

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

#### NEW QUESTION: 14

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

A. Edit processes

B. Create processes

C. Reassign processes

D. Start processes

Answer: ([SHOW ANSWER](#))

#### NEW QUESTION: 15

What is provided as part of the Best Practices Payroll Control Center Delivery Scope for the Manage Configuration App? Note: There are 3 correct answers to this question.

A. Settings for data source instances.

B. Default logic implementation for Validation Rule types and KPI types

C. Pre-configured Validation Rules for Master Data Checks Pre-configured KPIs for employee count

D. Pre-configured KPIs for payroll error message analysis

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

#### NEW QUESTION: 16

Your customer wants to replicate planned working time for casual workers and support 0 values for "working days per week" from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll.

What value should the WKWDY switch in table t77s0be set to support this without errors?

A. x

B. 1

C. Space

D. 2

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

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**NEW QUESTION: 17**

What must you select in Provisioning when you implement SAP SuccessFactors Employee Central Payroll?

- A. Enable SAP SuccessFactors Employee Central Payroll
- B. Enable Payroll Control Center
- C. Enable Payroll Integration
- D. Enable Cost Distribution

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

**NEW QUESTION: 18**

Which provisioning switch do you need to enable in Company Settings before you implement the SAP Best Practices for SAP SuccessFactors Employee Central Integration package?

- A. SAP RPC Service
- B. DocSearch Web Service
- C. Enable New Payment Information
- D. Enable OData API Dictionary Cache

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

**NEW QUESTION: 19**

Which business function do you use to enable point-to-point replication for employee time data?

- A. HCM\_SFEC\_TDEC2HR
- B. HCM\_SBP\_PYC\_1
- C. HCM\_LOC\_CI\_50
- D. HCM\_PAO\_CI\_I

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

**NEW QUESTION: 20**

What is the recommended maximum field length of the cost center foundation object due to restrictions in SAP SuccessFactors EmployeeCentral Payroll?

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

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 21**

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

- A. Reassign processes
- B. Create processes
- C. Edit processes
- D. Read processes

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

**NEW QUESTION: 22**

What must you set up before you apply the settings for payroll posting?

- A. Distribution of controlling
- B. Distribution of project
- C. Distribution of general ledger
- D. Distribution of cost centers

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

**NEW QUESTION: 23**

What does the Initial Load of Payroll Results declustering tool allow you to verify? Note: There are 3 correct answers to this question.

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

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

**NEW QUESTION: 24**

When you configure country-specific declustering, which activities do you perform? Note: There are 3 correct answers to this question.

- A. Select the database connection.
- B. Select cluster table PCL4.
- C. Switch wage garnishments off.

- D. Select the payroll tables.
- E. Define declustering for the specific country.

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

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

Where do you remove unwanted alerts for a live payroll process in the Payroll Control Center?

- A. My Processes
- B. Manage Processes
- C. My Alerts
- D. Manage Policies

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

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

Which transaction do you use for Time Off replication?

- A. HRSFEC\_PTP\_ATTE\_REPL
- B. HRSFEC\_PTP\_EE\_REPL
- C. DTF\_REPL\_TM
- D. HRSFEC\_PTP\_ABSE\_REPL

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

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

In SAP S/4HANA Finance, which object is directly replicated to SAP SuccessFactors Employee Central Payroll?

- A. Functional area
- B. Fund center
- C. Cost center
- D. Budget period

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

#### **NEW QUESTION: 28**

What configuration option must you perform in SAP SuccessFactors Employee Central Payroll to allow multiple occurrences of time wagetypes from SAP SuccessFactors Employee Central?

- A. Define wage type permissibility for each Personnel Subarea and Employee Subgroup
- B. Check wage type characteristics
- C. Define overtime compensation type for Eligible Employee remuneration info
- D. Check entry permissibility per infotype.

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

#### **NEW QUESTION: 29**

What value can you select when you execute the Reset Process Instance program PYC\_RESET\_PROC\_INST?

- A. User ID
- B. Copy mode
- C. Date and time
- D. Process instance ID

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

**NEW QUESTION: 30**

Which business function do you use to enable point-to-point replication for employee time data?

- A. HCM\_SBP\_PYC\_1
- B. HCM\_SFEC\_TDEC2HR
- C. HCM\_PAO\_CI\_1
- D. HCM\_LOC\_CI\_50

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

**NEW QUESTION: 31**

Which gross pay validation rules are delivered with the Payroll Control Center rapid-deployment solution?

Note: There are 2 correct answers to this question.

- A. Employees with total deductions that are positive
- B. Blocked vendor list
- C. Overview payment over a certain amount
- D. Overtime payment over a certain amount

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

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**NEW QUESTION: 32**

Which authorization objects should you assign to the role of Process Creator (in Process Configuration)?

Note: There are 2 correct answers to this question.

- A. P\_PYD\_UV

- B. P\_PYC\_POL
- C. P\_PYC\_PYP
- D. P\_PYD\_IAUT

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

#### **NEW QUESTION: 33**

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. Enable the Employee Subgroup (ES) switch in the Personnel Action Types in the Set Up Personnel Actions configuration step.
- C. Populate the key mapping table with the mapping of PERNR IDs in SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll.
- D. Maintain personnel number ranges with the external number range switch.

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

#### **NEW QUESTION: 34**

Which SAP SuccessFactors Employee Central Admin Center tool do you use to make a field that is required for employee master data replication mandatory?

- A. Manage Business Configuration
- B. Import Foundation Data
- C. Manage Data
- D. Data Replication Configuration

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

#### **NEW QUESTION: 35**

Which of the following restrictions apply to SFAPI?

- A. You should only use it if you are using the OData API.
- B. You should only use it if you are using the Compound Employee API.
- C. You should NOT use it if you are using the SOAP API.
- D. You should NOT use it if you are using the Compound Employee API.

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

#### **NEW QUESTION: 36**

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

- A. End of probation date
- B. Payroll alert detailed information
- C. Employee hiring date
- D. Employee transfer date (FTSD)

E. Payroll status data

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

**NEW QUESTION: 37**

What do you configure to receive Payroll Control Center alerts?

- A. Key performance indicators
- B. Payroll processes
- C. Validations
- D. Process templates

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

**NEW QUESTION: 38**

What configuration option must you perform in SAP SuccessFactors Employee Central Payroll to allow multiple occurrences of time wage types from SAP SuccessFactors Employee Central?

- A. Check time constraint.
- B. Define overtime compensation type for Eligible Employee remuneration info.
- C. Check wage type characteristics.
- D. Define wage type permissibility for each Personnel Subarea and Employee Subgroup.

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

**NEW QUESTION: 39**

Where can you import/export the Corporate Data Model XML?

- A. Under Manage Data in the Admin Center
- B. Under Succession Management in Provisioning
- C. Under Configure Object Definitions in the Admin Center
- D. Under Managing Documents in Provisioning.

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

**NEW QUESTION: 40**

Why is it important to select Yes for the Execute Proxy Creation Job when you set up the data replication configuration in SAP SuccessFactors Employee Central?

- A. To ensure all future absences have a created replication proxy
- B. To ensure the data replication proxy is created
- C. To ensure the employee data replication status is updated
- D. To ensure absences that were created prior to the configuration are replicated

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

**NEW QUESTION: 41**

Which business functions do you need to activate payroll UI mashups? Note: There are 2 correct answers to this question.

- A. HCM Time Data Replication Employee Central to HR (Reversible) (HCM\_SFEC\_TDEC2HR)
- B. HCM SAP Best Practices Payroll (HCM\_SBP\_PYC\_1)
- C. HCM Personnel & Organization Countries 01 (HCM\_LOC\_CI\_59)
- D. HCM Personnel & Organization (Reversible) (HCM\_PAO\_CI\_1)

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

#### **NEW QUESTION: 42**

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.

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

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

#### **NEW QUESTION: 43**

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

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

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

#### **NEW QUESTION: 44**

Which authorization object do you assign to payroll administrators to use the Payroll Control Center?

- A. Source Instance (P\_PYD\_INST)
- B. PCTR Authorization Concept (P\_P\_CTR\_AUT)
- C. Payroll Data Source Class (P\_PYD\_CLS)
- D. Payroll DataSource Framework (P\_PYD\_IAUT)

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

#### **NEW QUESTION: 45**

What pre-delivered content is available with the SAP Best Practices for SAP Control Center? Note: There are

2 correct answers to this question.

- A. Payroll validation rules
- B. Key performance indicators

- C. Different policy groups
- D. Partial configuration of the SAP PCC

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

#### **NEW QUESTION: 46**

What configuration must you perform in SAP SuccessFactors Employee Central Payroll for time type replication? Note: There are 2 correct answers to this question.

- A. Enable quota deductions.
- B. Permit attendances/absences to be recorded with clock times
- C. Disable input checks.
- D. Allow overlapping time constraints.

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

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#### **NEW QUESTION: 47**

Which SAP Cloud Platform value mapping translation tables between SAP SuccessFactors Employee Central picklist entries and SAP TimeManagement by Kronos values are delivered in the standard integration package? Note: 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: ([SHOW ANSWER](#))**

#### **NEW QUESTION: 48**

Which tables are used to identify retros in ? Note: There are 2 correct answers to this question.

- A. PCL2
- B. HRDCT\_TPY\_RGDIR
- C. P2RX\_RT
- D. HRPY\_RGDIR

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 49**

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.

- A. EVAL PERIOD
- B. WPBP
- C. HRPY\_WPBP
- D. RT
- E. WPBP\_INDEX

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 50**

What data is replicated to the payroll system? Note: There are 2 correct answers to this question.

- A. Address
- B. Garnishment
- C. Company
- D. Tax

Answer: ([SHOW ANSWER](#))

**NEW QUESTION: 51**

You want to confirm the processing that occurred for production payroll using Payroll Control Center. Which of the following would allow you to see which admin(s) claimed various processing activities?

- A. Role-based permissions
- B. Action Log Viewer
- C. Declustering tool
- D. Job monitor

Answer: ([SHOW ANSWER](#))

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