

Exam Code: C_HRHPC_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors for Employee Central Payroll



Exam A

QUESTION 1

What value can you select when you execute the Reset Process Instance program PYC_RESET_PROC_INST?

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

Correct Answer: D

Section:

QUESTION 2

What does the Declustering Tools - Initial Load of Payroll Results report log allow you to verify? Note: There are 3 correct answers to this question.

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

Correct Answer: B, C, D

Section:

QUESTION 3

Which of the following tables is used for non-test payroll results to store the period and link between the other tables?

- A. HRPY
- B. HRPY_RGDIR
- C. PYC_D_PY_MSG
- D. HRDCT_TPY_RGDIR
- E. P2RX_RT

Correct Answer: B

Section:

QUESTION 4

What information does Time Off replicate to SAP SuccessFactors Employee Central Payroll?

- A. Adjustment results
- B. Cost centers
- C. Absences
- D. Remuneration information



Correct Answer: C

Section:

QUESTION 5

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

Correct Answer: A

Section:

QUESTION 6

You want to replicate pay components for planned and ad hoc off-cycles from SAP SuccessFactors Employee Central to SAP SuccessFactors Employee Central Payroll.

What infotype should you use?

- A. IT2007
- B. IT2003
- C. IT0267
- D. IT0007

Correct Answer: C

Section:

QUESTION 7

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.

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

Correct Answer: B, C

Section:

QUESTION 8

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. IDoc
- C. SOAP
- D. Data

Correct Answer: C, D



Section:

QUESTION 9

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

- A. PAYDT
- B. BONDT
- C. PERIOD
- D. PERMO

Correct Answer: A

Section:

QUESTION 10

What do you configure to receive Payroll Control Center alerts? Note: There are 2 correct answers to this question.

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

Correct Answer: A, B

Section:

QUESTION 11

Which of the following are technical prerequisites for implementing Payroll Control Center? Note: There are 3 correct answers to this question.

- A. Historical
- B. Business Function Activation
- C. OData services activation and maintenance
- D. Declustering tools configuration
- E. SAP HANA

Correct Answer: A, B, C

Section:

QUESTION 12

What objects can you create or customize using Payroll Control Center: Configuration Workbench? Note: There are 3 correct answers to this question.

- A. Policy Types
- B. Validation Rule Types
- C. Analytics Designer Types
- D. Processes
- E. Teams

Correct Answer: A, B, D

Section:



QUESTION 13

Which configuration tool allows you to use the Analytics Designers for KPI configuration?

- A. Manage Configuration App
- B. Simplification
- C. PCC Admin Transaction Configuration
- D. PCC: Configuration Workbench

Correct Answer: D

Section:

QUESTION 14

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

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

Correct Answer: A

Section:

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. Default logic implementation for Validation Rule types and KPI types
- B. Pre-configured Validation Rules for Master Data Checks Pre-configured KPIs for employee count
- C. Pre-configured KPIs for payroll error message analysis
- D. Settings for data source instances.

Correct Answer: A, B, C

Section:

QUESTION 16

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

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

Correct Answer: B, C, E

Section:

QUESTION 17

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. Key performance indicators
- B. Partial configuration of the SAP PCC
- C. Different policy groups
- D. Payroll validation rules

Correct Answer: A, D

Section:

QUESTION 18

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

Correct Answer: A

Section:

QUESTION 19

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.

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



Correct Answer: B, D

Section:

QUESTION 20

What objects can you create or customize using the Manage Configuration App? Note: There are 3 correct answers to this question.

- A. Validation Rule Types
- B. Analytics
- C. Designer
- D. Policy
- E. Validation Rules

Correct Answer: A, D, E

Section:

QUESTION 21

For what do you use the Analytics Designer Type when defining a set of dimensions when creating the query conditions? Note: There are 2 correct answers to this question.

- A. KPI drill down

- B. Team criteria
- C. Payroll process
- D. Root cause analysis

Correct Answer: A, D

Section:

QUESTION 22

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

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

Correct Answer: B

Section:

QUESTION 23

Which gross pay validation rules are delivered with the SAP Best Practices for SAP control center? Note: There are 2 correct answers to this question.

- A. Employees locked for payroll
- B. Employees with cash payments
- C. Employees with total deductions that are positive
- D. Overview payment over a certain amount

Correct Answer: C, D

Section:

QUESTION 24

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. Start processes
- C. Create processes
- D. Reassign processes

Correct Answer: A, B

Section:

QUESTION 25

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

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



Correct Answer: B

Section:

QUESTION 26

Which of the following is included in the ALE integration from Employee Central Payroll to SAP S/4HANA Finance?

- A. Cost center
- B. Tax data
- C. Posting
- D. Master data

Correct Answer: D

Section:

QUESTION 27

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

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

Correct Answer: A

Section:

QUESTION 28

What does enabling the SFAPI Web service feature do?

- A. Allows SAP SuccessFactors Employee Central Payroll to retrieve data through the People Profile
- B. Allows SAP SuccessFactors Employee Central to retrieve data through the People Profile
- C. Allows SAP SuccessFactors Employee Central Payroll to retrieve employee data through CompoundEmployee
- D. Allows SAP SuccessFactors Employee Central to retrieve employee data through CompoundEmployee

Correct Answer: C

Section:

QUESTION 29

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

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

Correct Answer: C

Section:



QUESTION 30

Which of the following is an SAP best practice when you configure data models?

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

Correct Answer: A

Section:

QUESTION 31

What is the recommended maximum field length for the pay component foundation object in SAP SuccessFactors Employee Central Payroll?

- A. 10
- B. 4
- C. 32
- D. 2

Correct Answer: C

Section:

QUESTION 32

You need to configure the integration of SAP SuccessFactors Employee Central Payroll with Joule. What prerequisites must be met to view the payslip with Joule?

Note: There are 3 correct answers to this question.

- A. Enable Pay Statement (direct) integration in your SAP SuccessFactors Employee Central Instance Enable Joule for SAP SuccessFactors
- B. Enable Pay Statement (Fiori-like) integration in your SAP SuccessFactors Employee Central Instance
- C. Grant relevant Permission under Manager Self-Service
- D. Install Synchronization support package EA-HR SP86 or above in your Employee Central Payroll

Correct Answer: A, B, C

Section:

QUESTION 33

Which of the following restrictions apply to SFAPI?

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

Correct Answer: B

Section:

QUESTION 34

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

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

Correct Answer: C

Section:

QUESTION 35

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

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

Correct Answer: B

Section:

QUESTION 36

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

- A. Employee Group * Employee Subgroup
- B. Payscale Type * Payscale Area
- C. Work Schedule * Time Management Status
- D. Personnel Area * Personnel Subarea



Correct Answer: D

Section:

QUESTION 37

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. Enable New Payment Information
- C. Enable OData API Dictionary Cache
- D. DocSearch Web Service

Correct Answer: C

Section:

QUESTION 38

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

- A. Manually assigned alerts
- B. Applied validation rules

- C. KPIs causing alerts
- D. Automatically resolved alerts

Correct Answer: A, D

Section:

QUESTION 39

You have implemented validations and KPIs using the simplification for your customer. Your customer wants to migrate to the new Manage Configuration tool for their validations and KPIs. Which of the following are relevant for the migration? Note: There are 3 correct answers to this question.

- A. As a consultant you can use both legacy and Manage Configuration setup in the same process.
- B. Most of these legacy validation rules and KPIs are not compatible with Manage Configuration and would have to be recreated in the application.
- C. As a consultant you can convert legacy validation rules and KPIs before creating new ones in Manage Configuration.
- D. As a consultant you can migrate existing legacy validation rules and KPIs with limitations.
- E. Many of the legacy validation rules and KPIs are inherited in Manage Configuration and do NOT need to be migrated.

Correct Answer: C, D, E

Section:

QUESTION 40

For which of the following parts does Report PYC_CONVERT_VR_TO_TSK convert legacy validation rules into the new framework? Note: There are 3 correct answers to this question.

- A. Root Cause Analysis
- B. Legacy implementation class
- C. Parameters
- D. Solutions
- E. Analytics

Correct Answer: A, C, D

Section:

QUESTION 41

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

Correct Answer: A

Section:

QUESTION 42

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?

- A. 80
- B. 32



- C. 20
- D. 10

Correct Answer: B

Section:

QUESTION 43

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.

- A. Payroll status (IT0003)
- B. Recurring Payments/Deductions (IT0014)
- C. Insurance (Infotype 0037)
- D. Personal Data (0002)
- E. Actions (IT0000)

Correct Answer: A, B, D

Section:

QUESTION 44

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

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

Correct Answer: D

Section:

QUESTION 45

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

Correct Answer: C, D

Section:

QUESTION 46

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

- A. paymentInfo
- B. jobInfo
- C. imInfo

D. emailInfo

Correct Answer: B

Section:

QUESTION 47

Which activities must you perform to integrate SAP SuccessFactors Employee Central with SAP SuccessFactors Employee Central Payroll? Note: There are 2 correct answers to this question.

- A. Set up standard work schedules.
- B. Set up payroll direct deposit.
- C. Check the earliest retro payroll date.
- D. Set up payroll events.

Correct Answer: C, D

Section:

QUESTION 48

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure, technical foundation, and transformation methodology for clean core.
- D. Establish release management.
- E. Establish regular housekeeping tasks and procedures.



Correct Answer: A, C, E

Section:

QUESTION 49

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. It can be used in all SAP S/4HANA Cloud editions.
- B. Customers can grant access to the dashboard to partners.
- C. Customers can use the dashboard in the dev, test, and production tenants.
- D. It can be accessed by using SAP For Me.

Correct Answer: C, D

Section:

QUESTION 50

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Correct Answer: B

Section:

