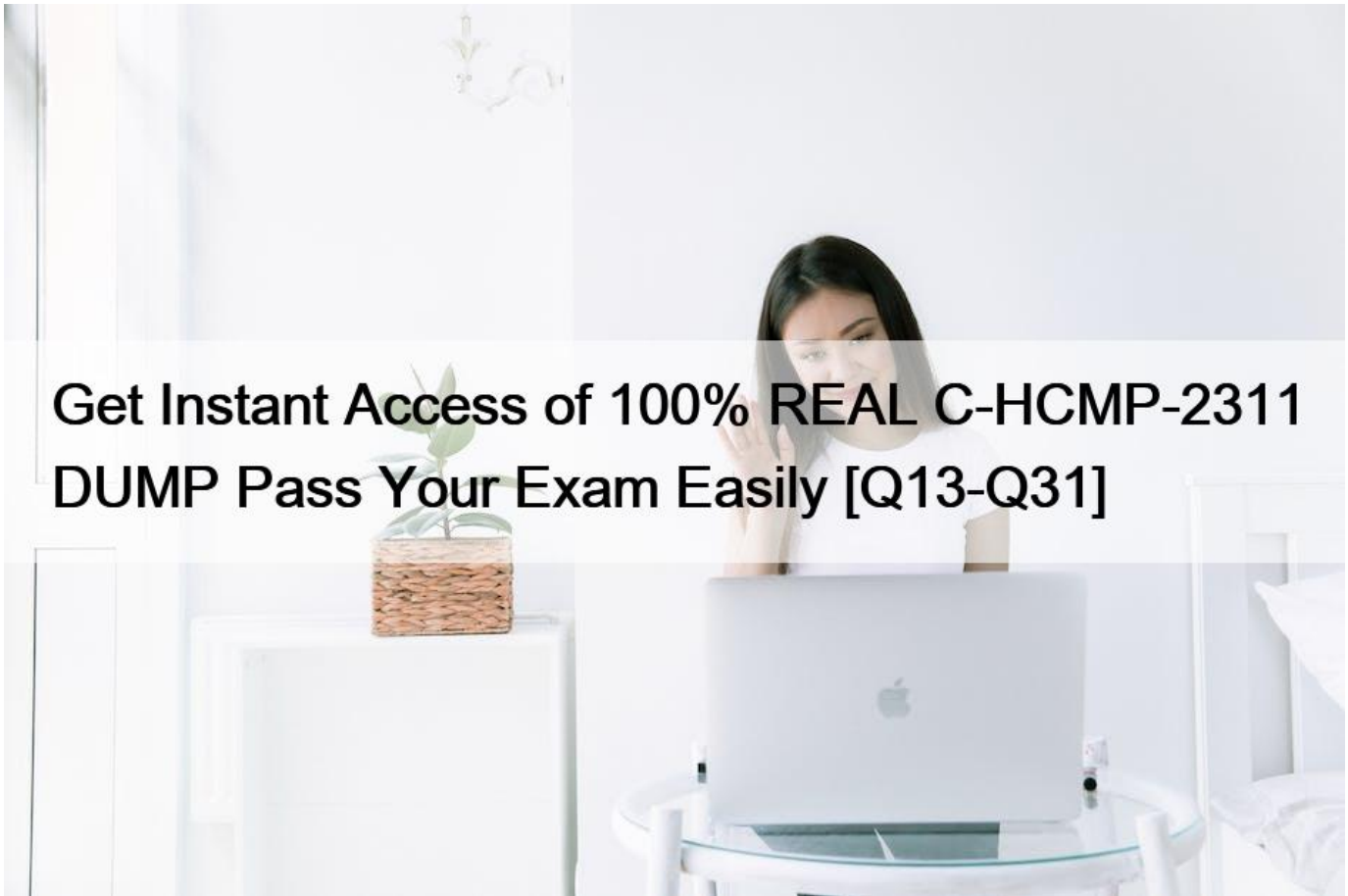


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SAP C-HCMP-2311 Exam Syllabus Topics:

TopicDetailsTopic 1- Payroll Basics: This topic focuses on the foundational concepts which are effective for payroll management. It discusses procedural steps which ensure clarity and ease in navigating the payroll process.Topic 2- Wage Type and Absence Valuations: This topic focuses on techniques to evaluate compensation structures.Topic 3- Basic Payroll Elements: This section will provide an overview of fundamental payroll elements such as gross wages, different voluntary and required deductions, as well as net pay. Key elements that impact these calculations like pay types, exemptions, tax rates, and contribution limits may also be explained in this topic.Topic 4- Time Wage Type Selection: The topic discusses the process of selecting suitable hourly or salary-based wages for different roles. Factors like job requirements, industry standards, and regional norms that guide time wage type choices will be covered.Topic 5- Personnel Calculation Rules: In the topic of Personnel Calculation Rules, questions related to payroll processing are present. These questions may focus on taxes and wages.Topic 6- Payroll Factoring: It discusses how to establish settings for factoring payrolls. Details on configuring eligibility options, repayment terms, fees, and integrations with factoring services are also focal points of this topic.Topic 7- Payroll Processes: It delves into essential steps involved in processing payroll. Details on tasks like calculating hours, applying rates, determining deductions, and distributing wages will be covered in this exam section.

NEW QUESTION 13

In addition to the fixed values from SAP, you want to use customer-specific values of the Employee subgroup grouping for personnel calculation rule; in your personnel calculation rules. What values can you use for this?

- * 5 to 9
- * 00 to 99
- * 1 to 3
- * 1 to 4

NEW QUESTION 14

How can you evaluate a wage type if it is configured to use constant valuation bases? Note: There are 3 correct Answers to this question.

- * Configure a varying amount based on employee group and employee subgroup.
- * Configure a varying amount based on the hourly rate.
- * Configure a varying amount based on pay scale group and pay scale level.
- * Configure a varying amount based on an average rate.
- * Assign a fixed amount.

B: Configure a varying amount based on the hourly rate: Valuation bases are rates used to value other wage types with a rate listed in the valuation basis multiplied by a quantity (most often number of hours). These can be wage types with mask /0xx where /0 is a constant and xx are arbitrary characters.

C: Configure a varying amount based on pay scale group and pay scale level: Values from tariff table T510 are set depending on tariff data from IT 0008 and the wage type.

E: Assign a fixed amount: Values from the T510J evaluation constant table are set depending on the modifier set in the rule for payroll calculation and the wage type. References =

https://help.sap.com/docs/r/659325223d7d437388161c0c4da88ef6/EHP8_HRSP_77/en-US/19446a534817f863e

NEW QUESTION 15

In what order are the subschemas processed in the payroll main schema X000?

- * 1.XEND Final processing
- 2.XBDO Edit basic data
- 3.XTOO Gross remuneration (Time Management)
- 4.XAL9 Factoring and storage
- * 1.XBDO Edit basic data
- 2.XTOO Gross remuneration (Time Management)
- 3.XAL9 Factoring and storage
- 4.XEND Final processing

* 1.XTOO Gross remuneration (Time Management)

2.XBDO Edit basic data

3.XAL9 Factoring and storage

4.XEND Final processing

* 1.XBDO Edit basic data

2.XAL9 Factoring and storage

3.XTOO Gross remuneration (Time Management)

4.XEND Final processing

The subschemas of the payroll main schema X000 are processed in the following order:

XBDO: Edit basic data

XTOO: Gross remuneration (Time Management)

XAL9: Factoring and storage

XEND: Final processing
12 References =

https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/8dde694fdcf548afb97e01051396e708/f5a1de5371874

https://help.sap.com/docs/ERP_HCM_SPV/174123b1d22d4793a7d0570196ab5c23/f5a1de537187424de1000000

NEW QUESTION 16

Which of the following rules are used to determine hourly rates for all employees? Note: There are 2 correct Answers to this question.

* X010

* X012

* X015

* X013

The rules used to determine hourly rates for all employees in SAP HCM Payroll for SAP S/4HANA are X010 and X013. Rule X010 is used for the determination of valuation bases. In this step, all the wage types which should be included in the rate of pay are added. Rule X013 is used for the division of valuation bases. In this step, /0 series wage types (/001./002) are divided with calendar days, working hours, working days, or with a fixed value. We arrive at the rate of pay. References = SAP Community

https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/85346b7b83c8474e993429d934f77cc0/de38c2531bb9

NEW QUESTION 17

Which of the following personnel calculation rules does the system use in the subschema of XAL9 factoring and storage? Note: There are 2 correct Answers to this question.

* X020

* X015

* XPPF

* XVAL

The personnel calculation rules used in the subschema of XAL9 for factoring and storage are typically designed to handle specific country-related factoring and valuation scenarios. While the exact rules can vary based on the country and the specific requirements of the payroll system, generally, rules like XVAL (for valuation) and XPPF (for partial period factoring) could be involved in such processes.

Therefore, the correct answers could be: C. XPPF D. XVAL

These rules help in calculating the correct pay for periods where employees have variable pay due to factors like absences or changes in work schedule. It's always best to refer to the specific system documentation or configuration for the precise rules used in a given scenario.

NEW QUESTION 18

Which of the following values are allowed in parameter 2 for function PIT? Note: There are 2 correct Answers to this question.

- * PRT
- * NOAB
- * P10
- * GEN

In the SAP HCM Payroll for SAP S/4HANA, the function PIT (Process Input Table) uses parameters to define its behavior. Parameter 2 is used to specify the type of access for the personnel calculation rule. The allowed values for parameter 2 in the PIT function are 'GEN' and 'NOAB'. 'GEN' stands for Generic access of personnel calculation rule (process any wage type). 'NOAB' stands for Employee subgroup grouping personnel calculation from table employee group/employee subgroup (T503) without payroll type (Process for any EE sub-group groupings).

References =

<https://answers.sap.com/questions/8719427/reg-parameters-in-schema.html>

<https://community.sap.com/t5/enterprise-resource-planning-blogs-by-members/understanding-functions-in-payro>

NEW QUESTION 19

You want to multiply wage type fields rate and number in a calculation rule. The result should be in the amount field. The values in the rate and number fields should then be set to zero. Which arithmetic operations do you have to use?

- * * MULTI RNA
- * ELIMI=N
- * ELIMI=N
- * * MULTI ARN
- * ZERO=N
- * ZERO=A
- * * MULTI RNA
- * ZERO=N
- * ZERO=R

* * MULTI ANR

* ZERO=N

* ZERO=A

NEW QUESTION 20

Which functions use MODIF A to evaluate absences?

* WPBP

* RAB

* PAB

* P2001

The function that uses MODIF A to evaluate absences in SAP is RAB1. This operation is part of the payroll process and is used to control access to the table Absence Valuation during absence valuation. MODIF A specifies which employee subgroup groupings in which table entries the system must take into account for absence valuation1.

NEW QUESTION 21

You want to use a wage type in infotype 8 (Basic Pay) that values your amounts indirectly from the pay scale table. Which module do you use for this?

* SUMME

* PRZNT

* ARBPL

* TARIF

When you want to use a wage type in infotype 8 (Basic Pay) that values your amounts indirectly from the pay scale table, you use the TARIF module. The TARIF module is used for indirect evaluation of wage types. Indirect evaluation defines the actual amounts for each wage type that the employee is eligible for according to his or her Pay Scale Grouping for Allowances1. When using pay grades for basic pay wage types, you will use indirect evaluation module 58710 to retrieve pay grade level and store it into AMT field of the wage type2. References = 2, 1

NEW QUESTION 22

All wage types in the input table (IT) must be processed using personnel calculation rule Z123. In addition, you need to consider the employee subgroup grouping for the personnel calculation rule.

What configuration should you set up to accomplish this?

* PIT Z123 <blank> <blank>

* PIT Z123 GEN <blank>

* PIT Z123 GEN NOAB

* PIT Z123 <blank> NOAB

NEW QUESTION 23

What should be the status of the payroll control record if you want to create live posting documents?

* Released for payroll

* Check payroll results

* Released for correction

* Exit payroll

NEW QUESTION 24

What is the purpose of the GENAU constant in the standard payroll process?

- * It decreases the time for processing payroll.
- * It increases the accuracy of rounding.
- * It provides employee groupings for payroll.
- * It removes redundancy from calculations.

The GENAU constant is available in the view V_t511K (payroll constants). It is used for accuracy purposes, specifically for rounding off in reduction formulae. This is particularly applicable in rules related to partial period factoring. References = 1

<https://community.spiceworks.com/topic/2450278-factor-genau-in-payroll>

NEW QUESTION 25

In rule XPPF, what does operation PPPAR check? Note: There are 2 correct Answers to this question.

- * Employee entry or exit after period start
- * Payments replaced
- * Work place basic pay splits
- * Current entry in arrears

In rule XPPF, the operation PPPAR checks for certain information such as whether and when the employee started a new job within the payroll period or whether and when they took unpaid leave¹. If no split indicator is available the value of the partial period remains 11. Therefore, it checks for an employee's entry or exit after the period start (Option A) and the current entry in arrears (Option D). References = 1

NEW QUESTION 26

What function generates time wage types on the TIP table?

- * GWT
- * DAYPR
- * PIT
- * PZL

In SAP HCM Payroll for SAP S/4HANA, the function that generates time wage types on the TIP table is GWT (Generate Wage Types). This function processes the entries of table T510S (Time Wage Type Selection), which contains the wage types that can be selected and the conditions that must be met for the selection of a wage type¹. References =

https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/85346b7b83c8474e993429d934f77cc0/de38c2531bb9

NEW QUESTION 27

When processing a wage type, there is no requirement to differentiate between employee subgroup groupings. What value must you add in parameter 3 when function PIT calls the rule to process the wage type?

- * GEN
- * Pnn
- * NOAB
- * <Blank>

NEW QUESTION 28

How can you evaluate a wage type if it is configured to use constant valuation bases? Note: There are 3 correct Answers to this question.

- * Configure a varying amount based on employee group and employee subgroup.
- * Configure a varying amount based on the hourly rate.
- * Configure a varying amount based on pay scale group and pay scale level.
- * Configure a varying amount based on an average rate.
- * Assign a fixed amount.

NEW QUESTION 29

You are working in an international accounting protocol of SAP with functions and tables. Which of the following is both a function and a table?

- * GENPS
- * COPY
- * WPBP
- * PIT

NEW QUESTION 30

Which settings can limit the retroactive accounting depth of SAP payroll? Note: There are 3 correct Answers to this question.

- * The start date of the current payroll period
- * The start date of the current data record for Basic Pay (infotype 8) for the personnel number
- * The “Earliest personal retroactive accounting date” stored in the Payroll Status infotype (0003) for the personnel number
- * The hiring date stored for the personnel number
- * The “Earliest retroactive accounting period” in the Payroll control record

NEW QUESTION 31

You want to propose a default value for the Pay scale type and Pay scale area (IT 0008) data fields. How can you achieve this?

- * Use the table V_T510 (TARIF table).
- * Use table V_001P_C (Check Assignment of Pay Scale Structure to Enterprise Structure) if you do NOT use the TARIF feature.
- * Use table V_503 G (Define employee subgroup grouping for primary wage type).
- * Use the LGMST feature.

The LGMST feature is used to propose a default value for the Pay scale type and Pay scale area (IT

0008) data fields based on the country grouping, personnel area, and employee subgroup of the employee.

To use the LGMST feature, you need to define the feature in the Customizing activity Define Features for Personnel Administration under Personnel Management > Personnel Administration > Basic Settings.

In the feature, you can specify the pay scale type and pay scale area for each combination of country grouping, personnel area, and employee subgroup. You can also use wildcards (*) to cover multiple values.

After defining the feature, you need to activate it in the Customizing activity Activate Pay Scale Type and Area Determination under Personnel Management > Personnel Administration > Payroll Data > Basic Pay.

Once the feature is activated, the system will automatically propose the pay scale type and pay scale area for the employee when you create or change the IT 0008 infotype record. References = SAP Help Portal: Define Features for Personnel Administration SAP Help Portal: Activate Pay Scale Type and Area Determination SAP Community: SAP HCM Payroll for SAP S/4HANA – FAQ

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