Pass Your Next C_HCMP_2311 Certification Exam Easily & Hassle Free [Q36-Q58

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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- Average Processing: This section will explain how to properly establish settings for determining average pay, hours, or other payroll values over select periods of time. Details on averaging frequency options and configuration of start and end dates used in calculations may also be discussed.Topic 3- Wage Type and Absence Valuations: This topic focuses on techniques to evaluate compensation structures.Topic 4- 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 5- 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 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- 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.

Q36. Which scenarios cause factoring to occur when they happen in the middle of a pay period? Note: There are 2 correct Answers to this question.
* A new main bank record is created.
* An employee has a basic pay change.
* An employee’s name is updated.
* A different work schedule rule is assigned.

Q37. Which processing class determines if a wage type should be considered for factoring?
* Processing class 10
* Processing class 6
* Processing class 3
* Processing class 20

In SAP HCM Payroll for SAP S/4HANA, processing classes determine how wage types are processed during the payroll run. Each processing class has its own specifications, with which each wage type is processed in a different way1. Specifically, processing class 10 is used to determine whether and how wage type amounts are to be reduced2. This means that if a wage type should be considered for factoring, it would be associated with processing class 10. References =

https://help.sap.com/docs/ERP_HCM_SPV/659325223d7d437388161c0c4da88ef6/12af7053e4960150e1000000

https://community.sap.com/t5/enterprise-resource-planning-blogs-by-members/understanding-processing-classes

Q38. Which operations would you use in a personnel calculation rule (PCR) called by function PIT (Process the IT table) to reduce the amount of a wage type by 10% and also retain it for further processing?
* AMT 0.90 ADDWT*
* AMT* 0.90 ADDWTI
* AMT 0.10 ADDWT*
* AMT 0.10 ADDWTI*

AMT 0.90: This multiplies the amount of the current wage type by 0.90, effectively reducing it by 10%.

ADDWT*: This adds the reduced wage type amount (along with its number) back to the input table (IT), making it available for subsequent calculations or processing.

Why other options are incorrect:

AMT 0.90 ADDWTI:* The ‘I’ at the end signifies that the result will be stored in the internal table, but not passed back to the input table (IT) for further processing in the current schema.

AMT 0.10 ADDWT* / AMT 0.10 ADDWTI*:** These would reduce the wage type by only 1%, not

10%.

Q39. What function do you use to select the time wage types for table DZL?
* P2002
* DAYMO
* GWT
* TIMTP

Q40. What operation do you use to query the average working hours per pay period for each partial period in table PARTT?
* GSDIVP
* TSDIVP
* TADIVP
* GADIVP

Q41. Which processing class determines if a wage type should be considered for factoring?
* Processing class 10
* Processing class 6
* Processing class 3
* Processing class 20

Q42. Which of the following infotypes are evaluated for payroll factoring? Note: There are 3 correct Answers to this question.
* Absences infotype (IT2001)
* Organizational Assignment infotype (IT0001)
* Bank Details infotype (IT0009)
* Payroll Status infotype (IT0003)
* Actions infotype (IT0000)

The following infotypes are evaluated for factoring in payroll: Actions infotype (0000), Organizational Assignment infotype (0001), and Absences infotype (2001). These infotypes are used to determine an employee’s exact remuneration, the remuneration amount is multiplied by a partial period factor1. References =

https://help.sap.com/docs/ERP_HCM_SPV/ae31cd7e808241afb6cc47a420f059af/ae5bdd5321e8424de10000000

Q43. Which of the following are processed before function MOD in subschema XT00? Note: There are 2 correct Answers to this question.
* Function GENPS
* Rule X015
* Rule X010
* Function AVERA

The correct answers are:

B: Rule X015

C: Rule X010

In the standard XT00 subschema, functions and rules are processed in a specific order. Here’s why X015 and X010 come before the MOD function:

Personnel Calculation Rules (PCRs): Generally, PCRs (like X015 and X010) are processed to perform calculations, determine values, and can be used to set up variables for later use by other functions.

MOD function: The MOD function acts upon calculations or variables established earlier by PCRs. It often deals with things like:

Modifying wage types

Conditional processing based on specific criteria

Why the other options are less likely:

GENPS: This function is typically used much earlier in the subschema during payroll initialization, not directly before the MOD function.

AVERA: This function focuses on average calculations and is often processed later, potentially after the MOD function.

Note:The exact order of functions and PCRs within subschemas can be customized to a degree, so this explanation is based on common SAP HCM practices.

Q44. Which of the following are applicable to retroactive accounting? Note: There are 2 correct Answers to this question.
* You can use the “Forced retro.accounting” data field to trigger a forced retroactive accounting.
* Every change to customizing data that is relevant for payroll leads to retroactive accounting.
* A change to master data that is relevant for payroll in the current period automatically leads to retroactive accounting.
* Every customizing change in the past automatically leads to retroactive accounting when you start payroll.

Q45. What does operation ELIMI do in a personnel calculation rule (PCR)?
* It prepares wage types for accumulation.
* It adds up wage types.
* It sets the time period indicators.
* It divides two fields in the current entry and places the result in a third field.

The operation ELIMI in a personnel calculation rule (PCR) is used to eliminate period indicators (split indicators) for the wage type in the current work entry. This operation prepares the way for combining the values stored in wage types which up to this point were distinct1. References =

https://community.sap.com/t5/enterprise-resource-planning-blogs-by-members/payroll-operations/ba-p/13241690

Q46. Which function/parameter combination must you activate in a productive payroll schema?
* OPT/INFT
* OPT/TIME
* PGM/ABR
* CHECK/ABR

A payroll schema is a set of rules and calculations that determine how employees are paid. A payroll schema consists of functions and parameters that define the logic and sequence of payroll processing.

The function CHECK is used to check whether certain conditions are met before executing the subsequent functions in the schema. The parameter ABR stands for aborted payroll run. It indicates that the payroll run was terminated due to an error or inconsistency.

The function/parameter combination CHECK/ABR must be activated in a productive payroll schema to ensure that the payroll run is not continued if there is an aborted payroll run for the employee. This prevents incorrect or incomplete payroll results from being posted to the database.

The other function/parameter combinations are not mandatory for a productive payroll schema. They are used for different purposes, such as:

OPT/INFT: This function/parameter combination is used to optimize the payroll run by skipping the processing of infotypes that are not relevant for the current payroll period.

OPT/TIME: This function/parameter combination is used to optimize the payroll run by skipping the processing of time data that are not relevant for the current payroll period.

PGM/ABR: This function/parameter combination is used to abort the payroll run for the employee if a certain condition is met. It is different from CHECK/ABR, which checks for an existing aborted payroll run.

References = : https://help.sap.com/doc/3044085 : https://help.sap.com/doc/3044085#section_2 :

https://help.sap.com/doc/3044085#section_3 : https://help.sap.com/doc/3044085#section_4 :

https://help.sap.com/doc/3044085#section_5 : https://help.sap.com/doc/3044085#section_6 :

https://help.sap.com/doc/3044085#section_7 : https://help.sap.com/doc/3044085#section_8

Q47. What does function GEN/8 do?
* It generates secondary wage types and writes them to the input table (IT) for each partial period.
* It divides a wage type by 100000 and writes the result to the rate (RTE) field for each partial period.
* It generates a maximum of 8 secondary wage types and writes them to the input table (IT) for each partial period.
* It multiplies a wage type by 100000 and writes the result to the rate (RTE) field for each partial period.

Function GEN/8 is used to generate secondary wage types for partial periods. It reads the primary wage type from the input table (IT) and creates a corresponding secondary wage type with the same amount, number, and rate. The secondary wage type is then written to the input table (IT) with the same split indicator as the primary wage type. The function can generate up to 8 secondary wage types, depending on the parameter value. For example, if the parameter is 16, then the function will generate secondary wage types /801 to /816.

The secondary wage types are used for proration, factoring, and valuation purposes in the payroll schema. References = US Payroll Sub-schemas explained in simple way, Payroll Schema

Q48. In which order can you carry out the payroll process?
* 1.Release payroll.

2.Start payroll.

3.Exit payroll.
* 1.Start payroll.

2.Release payroll.

3.Exit payroll.
* 1.Start payroll.

2.Check result.

3.Exit payroll.
* 1.Release payroll.

2.Exit payroll.

3.Start payroll.
The correct order to carry out the payroll process is as follows:

Start payroll. The system calls up a country-specific payroll program and performs payroll using the values you entered in the payroll program1.

Check result. You check whether payroll has run correctly, or determine where errors have occurred. If desired, you can obtain a detailed payroll log1.

Exit payroll. You exit the payroll run and set the payroll area to “exit”. This locks the payroll area for the current payroll period and prevents any changes to the payroll-relevant data1. References = 1: The Payroll Process | SAP Help Portal

Q49. You changed the Organizational Assignment infotype (IT0001) after a productive payroll run. What happens in the next payroll run?
* The payroll processes normally.
* A warning message is displayed.
* A payroll retroactive calculation occurs.
* An error message is displayed.

When you change the Organizational Assignment infotype (IT0001) after a productive payroll run, the system checks whether the change affects the payroll results of the previous periods.

If the change affects the payroll results, the system triggers a payroll retroactive calculation for the employee in the next payroll run. This means that the system recalculates the payroll results from the earliest retroactive accounting date to the current payroll period, and adjusts the differences accordingly.

If the change does not affect the payroll results, the system does not trigger a payroll retroactive calculation, and the payroll processes normally. References = SAP Help Portal: Payroll Retroactive Accounting

[SAP Help Portal: Organizational Assignment (0001)]

Q50. What does operation MULTI RAA do?
* Multiply the wage type being processed by the amount in the rate field.
* Multiply the wage type being processed by double the amount in the rate field.
* Multiply the value of the rate field by the value of the amount field and store the result in the amount field.
* Multiply the value of the number field by the value of the amount field and store the result in the rate field.

Operation MULTI RAA is used to multiply the value of the rate field by the value of the amount field and store the result in the amount field. This operation is useful for calculating the total amount of a wage type based on its rate and quantity. For example, if the wage type is hourly pay, the rate field contains the hourly rate and the amount field contains the number of hours worked. By using MULTI RAA, the amount field will be updated with the total pay for that wage type. References = SAP Help Portal: MULTI RAA

Q51. In which payroll subschema are time wage types selected?
* TM00 Time Evaluation with Clock Times
* TM04 Time Evaluation Without Clock Times
* TC00 Time Data Processing, WT Selection
* XINO Initialization of payroll (INTERNATIONAL)

In SAP HCM Payroll for SAP S/4HANA, time wage types are selected during the payroll process. This selection is performed in the payroll subschema using the function GWT (Generate Wage Types). The time wage types are selected based on the processing type of a TIP entry1. Specifically, the TC00 schema (Wage Type Generation International) is used for this purpose2. References = 2, 1

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

https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/c6c3ffd90792427a9fee1a19df5b0925/e138c2531bb9b

Q52. Which options can you use with function PIT to control wage type access in a personnel calculation rule (PCR)? Note: There

are 2 correct Answers to this question.
* Pnn
* GEN
* ABART
* NOAB
Pnn:This option lets you specify a particular wage type using its number (e.g., P0008 for basic pay).

This gives you precise control over which wage type the PCR will process.

GEN:This option tells the PCR to process all wage types found in the Input Table (IT). It’s useful when you need the rule to work with a range of wage types without specifying them individually.

Why the other options are incorrect:

NOAB:This is a valid parameter but its primary function is to prevent a PCR from running multiple times for the same employee subgroup. It doesn’t directly control which wage types can be accessed.

ABART:This represents the Wage Type (Lohnartin German). While wage types are a core part of payroll processing, the ABART parameter itself doesn’t directly specify which wage types the PIT function will access.

Q53. 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 added1. 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 pay1. References = SAP Community

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

Q54. 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>
When processing a wage type in SAP Payroll, if there is no requirement to differentiate between employee subgroup groupings, you would leave parameter 3 blank when function PIT calls the rule to process the wage type1. This is because parameter 3 in the PIT function is typically used for relative time unit, and if set to ‘X’, it would mean WPBP for each time unit1. However, in this case, since there is no differentiation needed for employee subgroup groupings, parameter 3 should be left blank. References =

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

Q55. 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.

Q56. Which elements can you use to build wage type selection rules? Note: There are 2 correct Answers to this question.
* XMOD grouping
* Processing type
* Work schedule rule
* Conditions for the day

Q57. To include absence hours in the PARTA table, what must be defined in absence valuation rules?
* Counting class
* Day rule
* As-if principle
* Wage type

Absences are processed during regular payroll runs using country-specific schemas. The absence valuation is carried out by the rule I015. This procedure consists in the multiplication of the number of the wage types generated from the function PAB by their amount per unit and it is showed in the internal table of the IT payroll1. Therefore, to include absence hours in the PARTA table, the wage type must be defined in absence valuation rules. References =

https://help.sap.com/docs/r/97b4732247c048ef80ca97c92555e703/2.5.latest/en-US/ae17dd5321e8424de1000000

https://help.sap.com/docs/SAP_S4HANA_ON-PREMISE/bb31338348194291925625f5e965ac94/7df5dd5321e8

Q58. You want to use the possibilities of counting classes.

Into which types can each counting class be classified? Note: There are 2 correct Answers to this question.
* SA
* AP
* KA
* AU

AP (Paid Absences):Counting classes designated as ‘AP’ are used to track paid absences. Calculations using these counting classes will affect an employee’s payroll.

AU (Unpaid Absences):Counting classes designated as ‘AU’ are used to track unpaid absences.

Calculations using these counting classes won’t generally impact payroll directly but might affect things like entitlements or reporting.

Why the other options are incorrect:

SA, KA: While ‘SA’ and ‘KA’ might be valid counting class types within a specific SAP HCM implementation, they are not standard classifications across all systems

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https://www.actualtests4sure.com/C_HCMP_2311-test-questions.html]