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Exam : **C_HRHPC_2411**

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

Vendor : SAP

Version : DEMO

NO.1 Which business function do you use to enable point-to-point replication for employee time data?

- A. HCM_PAO_CI_I
- B. HCM_SFEC_TDEC2HR
- C. HCM_SBP_PYC_1
- D. HCM_LOC_CI_50

Answer: A,B

NO.2 Which of the following fields are part of the Payroll Data Source Framework (P_PYD_INST)?
Note: There are 2 correct answers to this question.

- A. P_PYD_CLS
- B. P_PYD_RDT
- C. P_PYD_INST
- D. P_PYD_UV

Answer: B,C

NO.3 What table contains the header of the test payroll results?

- A. HRDCT_TPY_RGDIR
- B. PC_PAYRESULT
- C. HRPY_RGDIR
- D. HRDCT_LOAD_PY_RX

Answer: A

NO.4 Time data approvals in SAP Time and Attendance Management by WorkForce Software use the supervisor assigned to the employee in the job information. Your project requires that approvals be performed by someone else. How do you enable this requirement?

- A. Maintain alternate approvers directly in SAP Time and Attendance Management by WorkForce Software
- B. Configure a custom field for an alternative approver in the job information.
- C. Configure a different approver from the job relationship information.
- D. Configure a custom field for an alternative approver in the employment information.

Answer: C

NO.5 A cost center was changed, and you must manually trigger the initial replication from SAP S/4HANA Finance to Employee Central Payroll. Which application do you use?

- A. Replicate by Replication Model
- B. Maintain Communication User
- C. Communication Arrangements
- D. Communication System

Answer: A

NO.6 What value can you select when you execute the Reset Process Instance program PYC_RESET_PROC_INST?

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

Answer: D

NO.7 Which of the following fields must you configure for the country-specific succession data model when you implement SAP SuccessFactors Employee Central Payroll?

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

Answer: D

NO.8 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 absences that were created prior to the configuration are replicated
- B. To ensure all future absences have a created replication proxy
- C. To ensure the employee data replication status is updated
- D. To ensure the data replication proxy is created

Answer: A

NO.9 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. Overtime payment over a certain amount
- B. Blocked vendor list
- C. Overview payment over a certain amount
- D. Employees with total deductions that are positive

Answer: A,B