



# C\_HRHPC\_1911<sup>Q&As</sup>

C\_HRHPC\_1911 : SAP Certified Application Associate - SAP SuccessFactors for Employee Central Payroll

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#### QUESTION 1

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

- A. HCM\_SBP\_PYC\_ 1
- B. HCM\_LOC\_CI\_50
- C. HCM\_SFEC\_TDEC2HR
- D. HCM\_PAO\_CI\_ 1

Correct Answer: C

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#### QUESTION 2

Which portlet contains the annual salary of an employee?

- A. Employment Details
- B. Job Information
- C. Spot Bonus
- D. Compensation Information

Correct Answer: D

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#### QUESTION 3

To which accounting components can the payroll document be posted?

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

Correct Answer: BCD

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#### QUESTION 4

Where can you view the earliest personal retroactive accounting date?

- A. Payroll Area



- B. Payroll Basic Pay
- C. Payroll Control Record
- D. Payroll Status

Correct Answer: B

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#### QUESTION 5

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

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

Correct Answer: BCE

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#### QUESTION 6

Which action do you performing the Payroll System Assignment configuration task in Employee Central?

- A. Assign a system name to a selected user.
- B. Configure the Employee Central Payroll parameter for Payroll Control Center user interfaces.
- C. Configure the payroll tasks parameter.
- D. Assign Payroll Control Center user interfaces.

Correct Answer: A

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#### QUESTION 7

Which of the following technologies must you use when you integrate Employee Central Payroll with Kronos Workforce software?

- A. HTTP
- B. TCP/IP
- C. IDOC
- D. DSFTP



E. SCPI

Correct Answer: ACD

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#### QUESTION 8

What must you selection Provisioning when you implement Employee Central Payroll?

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

Correct Answer: A

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#### QUESTION 9

You scheduled absence replication to run every five minutes. Due to many errors, the replication automatically rescheduled itself to run every hour.

After you resolve the configuration errors, how can you reset the initial replication frequency to five minutes?

- A. Delete the scheduled replication job and reschedule.
- B. Delete and recreate the absence data in Employee Central.
- C. Resend the employee data in the data replication monitor.
- D. Trigger a proxy creation job in the data replication configuration.

Correct Answer: CD

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#### QUESTION 10

Which activities must you perform to integrate Employee Central with Employee Central Payroll? There are 3 correct answers to this question.

- A. Check the earliest retro payroll date.
- B. Set up the payroll area.
- C. Set up standard work schedules.
- D. Set up payroll events.
- E. Set up the API and an API user.

Correct Answer: ACE

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### QUESTION 11

Which tool would you use to create a group that can be used to identify all payroll managers in the system for the purposes of authorization

- A. Manage Permission Groups
- B. View User Permission
- C. Manage Permission Roles
- D. Manage Role-Based Permission Access

Correct Answer: CD

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### QUESTION 12

A payroll manager role in role-based permissions (RBP) is available. As you can see in the screenshot, the payroll manager can navigate to Payroll but is unable to view any data.

- A. Manage Policies
- B. Payroll System Assignment
- C. Manage Processes Access
- D. My Alerts Access

Correct Answer: B

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### QUESTION 13

When you enable country specific fields in the succession data model, which HRIS element (portlet) is updated?

- A. PersonInfo
- B. ComplInfo
- C. BiographicInfo
- D. JobInfo

Correct Answer: D

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### QUESTION 14

What happens to the data replication proxy object after successful replication?

- A. The object status is updated to Successful.



B. The object status is updated to In Sync.

C. The object is locked.

D. The object is deleted.

Correct Answer: B

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#### QUESTION 15

Which pre-delivered content is available with the SAP Payroll Control Center (PCC) rapid-deployment solution?

A. 7 key performance indicators

B. Partial configuration of the SAP PCC

C. 8 different policy groups

D. 35 payroll validation rules

Correct Answer: D

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