

SAP EDUCATION

SAMPLE QUESTIONS: P_HCMWPM_65

SAP Certified Application Professional - HCM Workforce Process Management with SAP ERP 6.0 EHP5

Disclaimer: These sample questions are for self-evaluation purposes only and do not appear on the actual certification exams. Answering the sample questions correctly is no guarantee that you will pass the certification exam. The certification exam covers a much broader spectrum of topics, so do make sure you have familiarized yourself with all topics listed in the exam competency areas before taking the certification exam.

Questions

1. A customer requires a user to run certain SAP reports (such as a telephone directory) for employees which are not included in his/her general authorization profile.

What is the best solution?

Please choose the correct answer.

a)	<input type="radio"/>	Write a custom report without a logical database and exclude the authorization check.
b)	<input type="radio"/>	(b) Use the P_ABAP authorization object to allow the user to run the reports.
c)	<input type="radio"/>	Use the P_PERNR authorization object to include all employees in the user's profile.
d)	<input type="radio"/>	Use the P_REPO authorization object to include all employees in the user's profile.

2. A customer wants to eliminate unnecessary or unused fields from the output of a standard HCM report.

What do you recommend?

Please choose the correct answer.

a)	<input type="radio"/>	Configure a dynamic action to select a different display variant when the report is run.
b)	<input type="radio"/>	Copy the report into the customer name range and use SE38 to remove the unnecessary fields from the program output.
c)	<input type="radio"/>	Create a layout variant for the standard report which excludes the unnecessary fields.
d)	<input type="radio"/>	Create an Ad-Hoc Query from an InfoSet that excludes the unnecessary fields.

3. A customer requests a headcount report to analyze the attrition within each sales and marketing department for all sales offices, by job class, during each of the last 5 years.
Which reporting tool do you choose?

Please choose the correct answer.

a)	<input type="radio"/>	Human Resource Information System (HIS)
b)	<input type="radio"/>	SAP Query
c)	<input type="radio"/>	Ad Hoc Query
d)	<input type="radio"/>	SAP Business Warehouse (BW)

4. Which HCM process has direct integration with Time Management?

Please choose the correct answer.

a)	<input type="radio"/>	Training and Events Management
b)	<input type="radio"/>	Enterprise Compensation Management
c)	<input type="radio"/>	Performance Management
d)	<input type="radio"/>	Personnel Cost Planning

5. Which is a set of recommended standard time entry methods in SAP ERP?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Time Manager Workplace
b)	<input type="radio"/>	WebGUI
c)	<input type="radio"/>	CATS
d)	<input type="radio"/>	Mobile Time and Travel
e)	<input type="radio"/>	ITS-based ESS Time Entry Service

6. Which of the following integration scenarios exist in SAP ERP?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	PA master data with CO cost centers
b)	<input type="radio"/>	Cross-Application Time Sheet (CATS) integration with PP confirmations
c)	<input type="radio"/>	Personnel Cost Planning with Asset Accounting (FI-AA)
d)	<input type="radio"/>	FI integration with Payroll

7. When a new object is added to the existing structure, this must be approved by an administrator. Which areas are required to automate this business process?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	Workflow
b)	<input type="radio"/>	Manager Self-Service (MSS)
c)	<input type="radio"/>	Organizational Management (OM)
d)	<input type="radio"/>	Personnel Administration (PA)
e)	<input type="radio"/>	Benefits

8. Employees often work on different projects and payroll has to post their salaries and bonuses to the corresponding project cost center.

Where do you assign the project cost center to the employee?

Please choose the correct answer.

a)	<input type="radio"/>	Cost distribution infotype
b)	<input type="radio"/>	Work center
c)	<input type="radio"/>	Organizational assignment infotype
d)	<input type="radio"/>	Job

9. A customer wants to implement a self-service scenario with a minimum number of functions to enable easy payment of employee attendance and absence hours.

What is the minimal configuration for this?

Please choose the correct answer.

a)	<input type="radio"/>	PA, ESS, Payroll, Time Evaluation
b)	<input type="radio"/>	PA, CATS, ESS, Time Recording
c)	<input type="radio"/>	PA, CATS, ESS, Payroll
d)	<input type="radio"/>	CATS, ESS, Payroll, Time Recording

10. Which of the following are characteristics of dynamic actions?

Note: There are 3 correct answers to this question.

a)	<input type="radio"/>	Update time evaluation results by processing a Time Management pay record through a dynamic action
b)	<input type="radio"/>	Trigger additional actions when you create or change an infotype
c)	<input type="radio"/>	Compare old and new values of a field to drive the default values for the new record
d)	<input type="radio"/>	Read the data being processed for one employee and create an infotype record for another employee
e)	<input type="radio"/>	Allow Change, Create and/or Delete to be performed

11. A new administrator notices his/her Actions menu PA40 is missing an action type that other administrators can access.

Which setting would you investigate first?

Please choose the correct answer.

a)	<input type="radio"/>	Reference User Group Parameter (T588C_M)
b)	<input type="radio"/>	Priority List for Action Types (T529A)
c)	<input type="radio"/>	Parameter UGR (User Group - HR Master Data)
d)	<input type="radio"/>	Menu-Dependent User Group (T588C_I)

12. Which structure must be declared in the table's statement to use the PNP or PNPCE logical database for a custom PA report?

Please choose the correct answer.

a)	<input type="radio"/>	PERSK
b)	<input type="radio"/>	PERNR
c)	<input type="radio"/>	PERSG
d)	<input type="radio"/>	P_PERNR

13. After setting up structural authorization profiles, your customer experiences slow system response times.

How can you improve this?

Please choose the correct answer.

a)	<input type="radio"/>	Set the integration flags on table T77UU - User Data in SAP Memory and regenerate the profiles.
b)	<input type="radio"/>	Allow fewer users access to structural authorization updates.
c)	<input type="radio"/>	Generate indexes for the assigned users with report RHBAUS00.
d)	<input type="radio"/>	Increase database storage capacity to better process the complex indexing.

14. A customer uses time clocks from various time clock vendors to capture work and break times for hourly workers.

How should they import this data into HCM Time Management?

Please choose the correct answer.

a)	<input type="radio"/>	Combine the clock entries into the appropriate time pairs and interface the data to CATS.
b)	<input type="radio"/>	Interface the individual time clock entries to table TEVEN.
c)	<input type="radio"/>	Interface the data to a custom infotype since it is coming from a non-SAP time entry source.
d)	<input type="radio"/>	Combine the clock entries into the total hours worked and interface the data to Attendance infotype 2002.

Solutions

1 a) Incorrect	2 a) Incorrect	3 a) Incorrect	4 a) Correct	5 a) Correct
1 b) Correct	2 b) Incorrect	3 b) Incorrect	4 b) Incorrect	5 b) Incorrect
1 c) Incorrect	2 c) Correct	3 c) Incorrect	4 c) Incorrect	5 c) Correct
1 d) Incorrect	2 d) Incorrect	3 d) Correct	4 d) Incorrect	5 d) Correct
				5 e) Incorrect
6 a) Correct	7 a) Correct	8 a) Correct	9 a) Incorrect	10 a) Incorrect
6 b) Incorrect	7 b) Incorrect	8 b) Incorrect	9 b) Incorrect	10 b) Correct
6 c) Incorrect	7 c) Correct	8 c) Incorrect	9 c) Correct	10 c) Correct
6 d) Correct	7 d) Incorrect	8 d) Incorrect	9 d) Incorrect	10 d) Incorrect
	7 e) Incorrect			10 e) Correct
11 a) Incorrect	12 a) Incorrect	13 a) Incorrect	14 a) Incorrect	
11 b) Incorrect	12 b) Correct	13 b) Incorrect	14 b) Correct	
11 c) Correct	12 c) Incorrect	13 c) Correct	14 c) Incorrect	
11 d) Incorrect	12 d) Incorrect	13 d) Incorrect	14 d) Incorrect	

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