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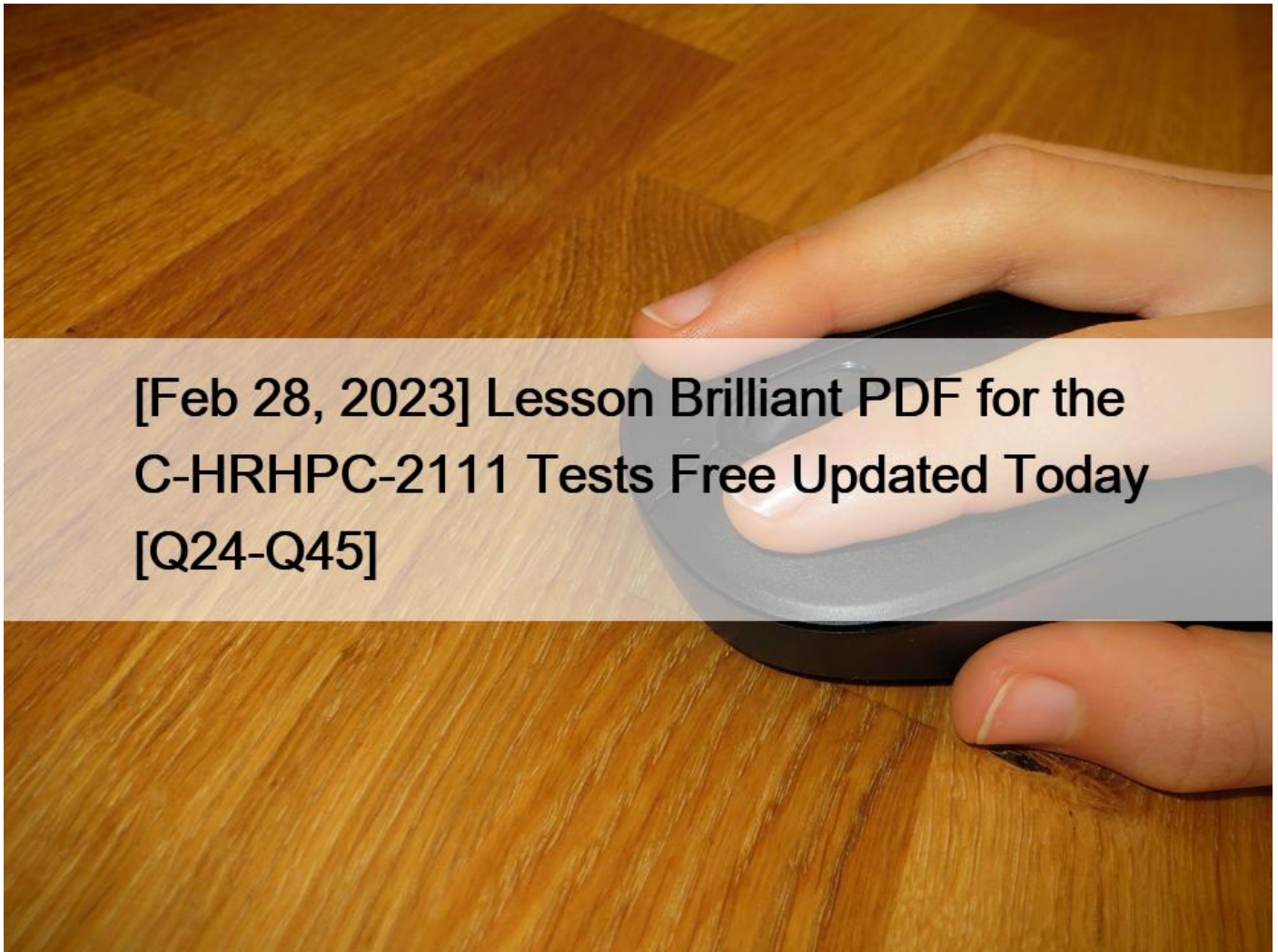

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SAP C-HRHPC-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Recall the steps in SAP SuccessFactors Provisioning- Employee Central and EC PayrollTopic 2- Enable integration between Employee Central and Employee Central Payroll- Describe the payroll process flow and main function of Employee Central PayrollTopic 3- Enable the provisioning settings required for Employee Central Payroll and Payroll Control Center payroll processingTopic 4- Set up and run production and post production payroll processes for Payroll Control Center- Payroll Process using Payroll Control CenterTopic 5- Verify declustered payroll results and explain the difference between clustered and declustered payroll results- Configure and replicate Time Off data between Employee Central and Employee Central Payroll

QUESTION 24

What are Kronos labour levels?
* Organizational and Accounting structures
* Costing structures
* Employee structures
* Workflow structures

QUESTION 25

Which item do you use to define declustered payroll results?
* Personnel number
* Payroll areas and periods
* Last In period payroll results
* Sequence number

QUESTION 26

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?
* Delete the scheduledreplication job and reschedule.
* Delete and recreate the absence data in Employee Central.
* Resend the employee data in the data replication monitor.
* Trigger a proxy creation job in the data replication configuration.

QUESTION 27

Which activities must you perform to integrate Employee Central with Employee Central Payroll? There are 3 correct answers to this question.
* Check the earliest retro payroll date.
* Set up thepayroll area.
* Set up standard work schedules.
* Set up payroll events.
* Set up the API and an API user.

QUESTION 28

Where is the absence replication status reported in Employee Central?
* Replication target system
* Data replication status
* Data replication proxy
* Data replicationmonitor

QUESTION 29

You need to check if declustering of payroll results is enabled. Which tool must you use?
* HRDCT_DELL_DATA
* HRDCT_TPY_ RGDIR

* HRDCT_LOAD_PY_RX
* HRPY_RGDIR

QUESTION 30

Time data approvals in 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?
* Configure a custom field for an alternative approver in the job information.
* Configure a different approver from the job relationship information.
* Maintain alternate approvers directly in Workforce software.
* Configure a custom field for an alternative approver in the employment information.

QUESTION 31

Where do you remove unwanted alerts for a live payroll process in the Payroll Control Center?
* My Alerts
* Manage Processes
* Manage Policies
* My Processes

QUESTION 32

What is tool used to assign specific permissions in Employee Central Payroll?
* Manage Permission Roles
* Manage Role-Based Permission Access
* View User Permission
* Manage Permission Groups

QUESTION 33

Which processes does the payroll process manager perform using the process configuration wizard? There are

2 correct answers to this question.
* Create processes
* Read processes
* Edit process
* Reassign processes

QUESTION 34

Which settings can you apply for the P_PYD_IAUT authorization field in the P_PYO_INST payroll source instance? There are 2 correct answers to this question.
* R: Read individual results objects
* D: Display worklist
* I: Recheck individual results objects
* W: Access worklist

QUESTION 35

To which accounting components can the payroll document be posted?

* BankAccounting (FI-BL)
* Controlling (CO)
* Accounts Payable (FI-AP)
* GL Accounting (FI_GL)
* Travel Management

QUESTION 36

During the payroll run, which validation rule identifies employees with missing electronic funds transfer (EFT) information?
* Employees with total deductions are positive
* CATS transferred NOT complete
* Employees missing main bank details
* Overview of cash payments

QUESTION 37

Which of the following are benefits of using the Payroll Control Center compared to traditional payroll systems? There are 3 correct answers to this question.
* Strategic Insight into payroll prior to production payroll
* Transactional payroll processing
* Automated processing
* Intuitive user interface

QUESTION 38

What configuration option must you performing Employee Central Payroll to allow multipleoccasions of time wage types from Employee Central?
* Check entry permissibility per infotype.
* Check wage type characteristics.
* Define overtime compensation type for EE remuneration info.
* Define wage type permissibility for each PS and ESG.

QUESTION 39

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?
* Maintain Communication User
* Replicate by Replication Model
* Communication System
* Communication Arrangements

QUESTION 40

What are some required configurations before you can implement Employee Central to Employee Central Payroll (ECP) integration?
Note: There are THREE correct answers for this Question
* Define Payroll policies in the Payroll Control Center
* Ensure that access to update provisioning settings for the time off is available
* Ensure that administration access to Employee Central tenent is available
* Ensure that ECP is at least on support package 26
* Ensure that access to update provisioning settings for ECP is available

QUESTION 41

The payroll manager initiated a payroll process in the Payroll Control Center, but the process never started.

What do you check to troubleshoot this issue?
* Verify Declustered Results
* Daemon Background Jobs
* Production Payroll Configuration
* Run Payroll Validation

QUESTION 42

What are the two types of ways to access the add new employee page?
* Using the public profile
* Using the upgrade center
* Using the admin center
* Using the org chart

QUESTION 43

A payroll manager role in role-based permissions (RBP) is available. As you cansee in the screenshot, the payroll manager can navigate to Payroll but is unable to view any ciata. What configuration is missing for the payroll manager?

* Manage Policies
* Payroll System Assignment
* Manage Processes Access
* My Alerts Access

QUESTION 44

You need to assign the API permission tothe SFAPI user using Permission Assignment API. Which API permission do you assign?
* Employee Central HRIS SOAP API
* Employee Central HRIS ODATAAPI
* Employee Central Foundation ODATAAPI
* Employee Central Foundation SOAP API

QUESTION 45

Where can you view the earliest personal retroactive accounting date?
* Payroll Area
* Payroll Basic Pay
* Payroll Control Record
* Payroll Status

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