

SAP EDUCATION

SAMPLE QUESTIONS: P_HCMWPM_64

SAP Certified Application Professional – HCM Workforce Process Management with SAP ERP 6.0 EHP4 – [print view](#)

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 reports (such as a birthday list) for employees who are not included in their general authorization profile.

Which is the best solution??

Please choose the correct answer.

a)	☐	Use the P_ABAP authorization object to allow the user to run the reports.
b)	☐	Use the P_REPO authorization object to include all employees in the user's profile.
c)	☐	Use the P_PERNR authorization object to include all employees in the user's profile.
d)	☐	Write a custom report without a logical database and exclude the authorization check.

2. 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 past 5 years.

Which reporting tool do you choose?

Please choose the correct answer.

a)	☐	Ad Hoc Query
b)	☐	Business Warehouse (BW)
c)	☐	SAP Query
d)	☐	Human Resource Information Systems (HIS)

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

What should you recommend?

Please choose the correct answer.

a)	☐	Create a layout variant for the standard report which excludes the unnecessary fields.
----	-----------------------	--

b)	☐	Copy the report into the customer name range and use SE38 to remove the unnecessary fields from the program output.
c)	☐	Create an Ad hoc query from an InfoSet, which excludes the unnecessary fields.
d)	☐	Configure a dynamic action to select a different display variant when the report is run.

4. Which of the following is a minimum prerequisite for implementing HR Processes and Forms?

Please choose the correct answer.

a)	☐	SAP R/3 4.7 Extension 2
b)	☐	SAP ERP 6.0 Enhancement Pack 2
c)	☐	SAP ERP 2004
d)	☐	NetWeaver 2004s SP02

5. How do you integrate an existing PDF form in a Web Dynpro for ABAP application?

Note: There are 2 correct answers to this question.

a)	☐	Create a context attribute of type XSTRING in the view context.
b)	☐	Create an Interactive Form UI element in the view.
c)	☐	Create a HTMLB Extension Interactive Form element in the view.
d)	☐	Create a context attribute of type BINARY in the view context.

6. Which is a set of recommended standard time entry methods in the context of ERP 6.0?

Please choose the correct answer.

a)	☐	Duet Time Management CATS WebGUI
b)	☐	Duet Time Management Time Manager Workplace CATS
c)	☐	ITS based ESS Time Entry Service CATS WebGUI
d)	☐	ITS based ESS Time Entry Service Time Manager Workplace CATS

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

Please choose the correct answer.

a)	☐	Training & Events Management
b)	☐	Enterprise Compensation Management
c)	☐	Personnel Cost Planning
d)	☐	Performance Management

8. A customer considers implementing Concurrent Employment.

Which areas require direct configuration changes?

Please choose the correct answer.

a)	☐	PA, BN, PY and TM
b)	☐	PA, PD, PY and TM
c)	☐	PA, PY, MSS, TM
d)	☐	PY, TM, BN, LSO

9. You are required to develop a testing plan for a customer who wants to implement HCM. They are already using FI , CO , MM, SD and PP.

Which scenarios should be tested before you go live with production?

Note: There are 2 correct answers to this question.

a)	☐	Personnel Cost Planning with Asset accounting (FI-AA)
b)	☐	Cross application time sheet (CATS) integration with PP confirmations
c)	☐	PA master data with CO cost centers
d)	☐	FI integration with Payroll

10. A custom OM object type will be added to the existing structure. Once created, it's characteristics should be verified immediately by a Time Administrator.

Which areas are needed in this business process?

Note: There are 2 correct answers to this question.

a)	☐	Organizational Management
b)	☐	Benefits
c)	☐	Workflow
d)	☐	CATS
e)	☐	MSS

11. A customer wants to implement a lean self-service scenario with only necessary functionality in order to pay employee attendance & absence hours.

What is the minimal configuration for this?

Please choose the correct answer.

a)	☐	PA, CATS, ESS, Payroll, Time Recording.
b)	☐	PA, CATS, ESS, Payroll.
c)	☐	PA, ESS, Payroll, Time Evaluation.
d)	☐	PA, CATS, ESS, Payroll, Time Recording, Time Evaluation.

12. Employees often work on different projects and payroll has to post employees' salaries and bonuses to the corresponding project cost center.

Where do you assign the project cost center?

Please choose the correct answer.

a)	☐	Employees' cost distribution records
b)	☐	Employees' job
c)	☐	Employees' work center
d)	☐	Employees' organizational assignment records

13. A customer would like to explore the option of utilizing Global Employment in SAP ERP 6.0.

What are the main activities of the global employee life cycle?

Please choose the correct answer.

a)	☐	Plan the Global Assignment. Prepare for Relocation. Transfer to global assignment. Transfer during the assignment. Repatriate to the home country.
b)	☐	Create the new position in the host country. Fill the new position. Remove the employee from the old position. Hire into the new host country. Terminate the old position.
c)	☐	Create the new position. Hire the person into that same position creating a second ID. Link the two id's in IT0032. Change the basic pay record in the old country. Create the basic pay record in the host country.
d)	☐	Create an action "Cross Country Assignment – leaving". Run the action to terminate the home country record. Create an action "Cross Country Assignment – entering". Run the action to hire the employee into the host country. Create an action "Terminate Foreign Assignment". Run the action to Terminate that ID.

14. You try to convince a customer to use Dynamic Actions.

Which advantages of Dynamic Actions do you highlight in your presentation?

Note: There are 3 correct answers to this question.

a)	☐	You can trigger additional actions when you create or change an infotype.
b)	☐	You can read the data being processed for one employee and create an infotype record for another employee.
c)	☐	You can state whether the action is to be carried out for "Change", "Create" and/or "Delete" record.
d)	☐	You can compare old and new values of a field to drive functionality and you can specify default values for a record to be created.

15. A customer has multiple HR Administrators who routinely process the same Personnel Actions via transaction PA40. A new administrator is hired and complains that their actions menu does not display the correct action types.

Which setting would you investigate first?

Please choose the correct answer.

a)	☐	Reference User Group Parameter (T588C_M)
b)	☐	Priority List for Action Types (T529A)
c)	☐	Menu Dependent User Group (T588C_I)
d)	☐	Parameter UGR (User Group – HR Master Data)

16. Which structure must be declared in the table's statement to use the PNP(CE) logical database for a custom PA report?

Please choose the correct answer.

a)	☐	PERNR
b)	☐	P_PERNR
c)	☐	PERSG
d)	☐	PERSK

17. After setting up structural authorization profiles, your customer is experiencing slow system response times.

How can you improve this?

Please choose the correct answer.

a)	☐	Increase database storage capacity to better process the complex indexing associated with structural authorizations.
b)	☐	Delete all entries of structural authorization indexes and recreate structural authorization profiles after setting the integration flags on table "T77UU – User Data in SAP Memory".

c)	☐	Reduce the number of structural authorization profiles and to allow access for fewer users to structural authorization updates.
d)	☐	Generate indexes for users assigned to these structural authorizations using the "RHBAUS00" report.

18. A customer has concerns that it is too labor intensive to record time data for "Payroll Parallel Testing" purposes. They plan to enter simulated time transactions on IT2001 and IT2002.

What would be the best course of action?

Please choose the correct answer.

a)	☐	In addition to simulating IT2001 and IT2002 data, you also need to simulate IT2006.
b)	☐	Payroll and time integration will be sufficiently triggered for parallel test purposes if production data is simulated on IT2001 and IT2002.
c)	☐	As long as Payroll gross-to-net calculations are accurate, this simulation is sufficient.
d)	☐	Since the Payroll Parallel Test should simulate production, replicating the future time entry processes should be included.

19. How can you control using different absences and attendances for separate groups in an organization?

Please choose the correct answer.

a)	☐	Via personnel subarea groupings for absences and attendances
b)	☐	Via rounding rules for absences and attendances
c)	☐	Via time constraint classes for absence and attendance infotypes
d)	☐	By grouping personnel subareas for work schedules

20. A customer is using 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)	☐	Combine the clock entries into the appropriate time pairs and interface the data to CATS.
b)	☐	Interface the individual time clock entries into table TEVEN.
c)	☐	Combine the clock entries into the total hours worked and interface the data to Attendance Infotype 2002.
d)	☐	Interface the data into a custom infotype since it is coming from a non-SAP time entry source.

Solutions

1 a) Correct	2 a) Incorrect	3 a) Correct	4 a) Incorrect	5 a) Correct
1 b) Incorrect	2 b) Correct	3 b) Incorrect	4 b) Correct	5 b) Correct
1 c) Incorrect	2 c) Incorrect	3 c) Incorrect	4 c) Incorrect	5 c) Incorrect
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Incorrect	5 d) Incorrect
6 a) Incorrect	7 a) Correct	8 a) Correct	9 a) Incorrect	10 a) Correct
6 b) Correct	7 b) Incorrect	8 b) Incorrect	9 b) Incorrect	10 b) Incorrect
6 c) Incorrect	7 c) Incorrect	8 c) Incorrect	9 c) Correct	10 c) Correct
6 d) Incorrect	7 d) Incorrect	8 d) Incorrect	9 d) Correct	10 d) Incorrect
				10 e) Incorrect
11 a) Incorrect	12 a) Correct	13 a) Correct	14 a) Correct	15 a) Incorrect
11 b) Correct	12 b) Incorrect	13 b) Incorrect	14 b) Incorrect	15 b) Incorrect
11 c) Incorrect	12 c) Incorrect	13 c) Incorrect	14 c) Correct	15 c) Incorrect
11 d) Incorrect	12 d) Incorrect	13 d) Incorrect	14 d) Correct	15 d) Correct
			14 e) Incorrect	
16 a) Correct	17 a) Incorrect	18 a) Incorrect	19 a) Correct	20 a) Incorrect
16 b) Incorrect	17 b) Incorrect	18 b) Incorrect	19 b) Incorrect	20 b) Correct
16 c) Incorrect	17 c) Incorrect	18 c) Incorrect	19 c) Incorrect	20 c) Incorrect
16 d) Incorrect	17 d) Correct	18 d) Correct	19 d) Incorrect	20 d) Incorrect