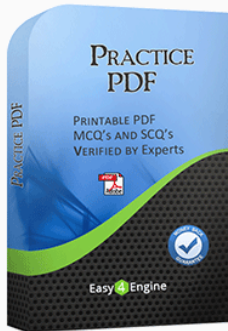


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**Exam** : **C-HRHPC-2205**

**Title** : SAP Certified Application  
Associate - SAP SuccessFactors  
for Employee Central Payroll  
1H/2022

**Vendor** : SAP

**Version** : DEMO

**NO.1** Which of the following determine how far back an employee can retro in payroll? There are 3 correct answers to this question

- A. Employee Hiring Date
- B. Run Payroll up to date in Infotype 3
- C. Earliest personal retroactive accounting date in Infotype 3
- D. Accounted to date in Infotype 3
- E. Earliest Retroactive Account period in the control record

**Answer:** A,C,E

**NO.2** 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.3** Which of the following prerequisites must you confirm before you replicate time types?

- A. The work schedule default feature (SCHKZ) must be set for every replicated employee.
- B. Absences can be recorded without clock times.
- C. Employees are set up without the need for a work schedule.
- D. Time data configuration is set up the same way in Employee Central and Employee Central Payroll.

**Answer:** B,D

**NO.4** Which standard fields can you configure in the Payroll Data Source Instance (P\_PYD\_INST) authorizations object?

There are 2 correct answers to this question.

- A. Payroll Data Process Source Administrator (P\_PYD\_ADM)
- B. Payroll Data Source Result Details Type (P\_PYD\_RDT)
- C. Payroll Data Process Source Manager (P\_PYD\_MAN)
- D. Payroll Data Source Instance ID (P\_PYD\_INST)

**Answer:** B,D

**NO.5** What is the absolute retroactive accounting limit for an employee?

- A. Termination Date
- B. Offer Date
- C. Transfer Date
- D. Hiring Date

**Answer:** D

**NO.6** When you use a custom field for work schedule, in which configuration node do you configure the field mapping?

- A. Business add-ins for point-to-point replication

- B. Maintain properties for code value mapping
- C. Maintain code value mapping
- D. Define extensibility of field assignment

**Answer:** D

**NO.7** Which values are used for the retroactive accounting limit? There are 3 correct answers to this question.

- A. Employee hiring date
- B. Employee transfer date
- C. Payroll control record
- D. Payroll alert detailed information
- E. Payroll status data

**Answer:** A,C,E

**NO.8** Which business functions do you need to activate payroll UI mashups?

- A. HCM Personnels Organization Countries 01 (HCM\_LOC\_CI\_59)
- B. HCM Personnels Organization (Reversible) (HCM\_PAO\_CI\_1)
- C. HCM Time Data Repication Employee Central to HR (Reversible) (HCM\_SFEC\_T DEC2HR)
- D. HCM SAP Best Practices Payroll (HCM\_SBP\_PYC\_1)

**Answer:** B,C

**NO.9** Which message type in the ALE distribution model do you configure to integrate WorkForce software and Employee Central Payroll?

- A. HRSM\_D
- B. HRINW
- C. HRMD\_A
- D. HRSM\_C

**Answer:** A

**NO.10** Which permission is used to control access to the Complete Payroll Tasks tile?

- A. Payroll Data Maintenance Task
- B. Trigger Data Replication Proxy Creation Job
- C. Payroll System Assignment
- D. Data Replication Configuration

**Answer:** A