

SAP HR Questions

Which characteristics does a day with day type 1 have?

Its OFF and Paid

Can a posting run be deleted?

Yes It can be reversed before the Bank transfer. Once the transfer is done the pay menets need to be adjusted in the next payments.

What activities are possible when the payroll control record is set to " Released for Payroll "?

When you set the status to Released for pay roll "" you cant make any changed to master data. Its actually released for pay roll

How does the system know when to trigger retrocative accounting for a particular employee?

You have to mention the retro active accounting date in IT 0003 in the relevant feild. other wise it will take the earliest hiring date.

Is it possible to branch directly from the payroll log to maser data and time data maintenance?

Yes you can go in a seperate sessions.

How to create payroll area, pay scale types and levels for different employee group and subgroup?

To create Payroll Area you need to go to PM-PA-Organisation Assignment - Create Payroll Area-Check Default Payroll Area To create Payscale Type and Payscale Area u need to follow : PM-PA-Payroll Data-Check Payscale type/ Check Payscale Area Payscale Levels and groups are created while doing the step Revise Payscale groups and levels and Define Salary ranges.

How can we create customer specific infotype? ie starts from 9000 - 9999. Need the navigation path. Please tell the full detail of this topic. How to create a HR infotype?

- 1) Go to Transaction PM01.
- 2) Enter the custom Infotype number which you want to create (Should be a 4 digit number, start with 9).
- 3) Select the `Employee Infotype` radio button.
- 4) Select the `PS Structure Infotype`.
- 5) Click on Create. A separate table maintenance window appears.
- 6) Create a PS structure with all the fields you want on the Infotype
- 7) Save and Activate the PS structure
- 8) Go back to the initial screen of PM01.
- 9) Click on `All` push button. It takes a few moments.
- 10) Click on `Technical Characteristics` . Infotype list screen appears
- 11) Click on `Change` (pencil) button

- 12) Select your Infotype and click on `Detail` (magnifying glass) button
- 13) Give `T591A` as subtype table
- 14) Give `T591S` as subtype txt tab
- 15) Give your subtype field as subtype field
- 16) Save and come back to PM01 initial screen
- 17) Click on `Infotype Characteristics` . Infotype list screen appears
- 18) Click on `Change` (pencil) button
- 19) Click on `New Entries`
- 20) Enter your Infotype number and short text
- 21) Here we have to set different Infotype Characteristics as per the requirement. (Better open another session with some standard Infotype's infotype characteristics screen and use as the reference to fill yours)
- 22) Save your entries.
- 23) Now the Infotype is created and ready to use.
- 24) If you want to change the layout of the Infotype as per your requirement.
- 25) In the PM01 initial screen. Select `Screen` radio button and give 2000 as the screen name, then click on edit.
- 26) In the next screen.. Select `Layout Editor` and click `Change`.
- 27) Screen default layout appears. here you can design/modify the screen.. change the attributes of the fields. etc.
- 28) Save and activate. (Don't forget to `Activate at every level`)

I need to enter a field in the field selection in tcode /nS_AHR_61016362.
Field to be added - TXSTA - Filing Status table - P0210

I am facing T503 problem after assigning all personnel area, employee group, Company code, subgroups etc.

May Be You had not activated Employee Attributes.

You can see all the Details are available in Table T503 Goto sm 30 and select maintenance then select T503_C you see whether your p.area and p.s.area and E.group and E.S.Group are available are not if they are not available then you can assign there and save them

Do you know in OM -> copy plan version? Would copy plan version (Tcode:RE_RHCOPL00) also copying payroll RT, PA master data, user authorizations, Abap reporting, Abap queries and etc as well? Up to my understanding it should work only copy the OM's structure and objects (solely)... However for the rest of non OM/PD objects related and other HR modules, I have doubt on it. If this can be done, please advice HOW to go with?

This report is only for copying objects from one planversion to another planversion to keep updated structures.. Always only one plan version would be active which is current.... This report does not help to copy any masterdata..

Can anybody tell abt Assignment part of HR.i.e. how sap HR is assigned with other modules.

- 1) Technically Assignment will called as Integrations. these integrations r two types 1.

With in the HR Module ie between submodules (PA : OM, PA : REC)
etc

plogi : plogi for integrating palm version

plogi : orga for integrating OM & PA

plogi : papli for integrating Recruitment & PA

See the Table: T77s0sc

2. With Other Modules ie (HR : FI)

T Code: T.CODE PC00_M99_CIPE

Path : watype->symbolic->GL Code Assignment in the backend in both
HR and FI system

Result Tables & Cumulative Result Tables

Tcode PAYPC_RESULT or PC00_M40_CLSTR.

How do I design the Indian Remuneration statement for the first time as the IN01 which is copied and renamed is showing blank.

After copying the IN01 form go into the form and click on the windows where you find so many entries to be made.

What actually happens in real time Recruitment?

Real Time in the sense of SAP or IT or Domain. You should have asked him the question, Ok it should be SAP for interview For SAP Consultant. Any company wants a sophisticated Work to be done and with more useful and accurate result even after spending more and more on EPR, So SAP Recruitment helps to Rect people of the client to get the exact people for not only their experience , with also Educational , Exp, Skills, Past experience and all reqd areas with out enering all the data of the requirement.

As in normal people has to sit on the requirement of the position and then shorlist all the applications, it also helps to know the internal employees to call for intvs and the best way of shorlisting is going for Profile Match Ups, and recruitment is useful for integration with all other modules for PD, PY also for relevant reports and up gradations.

Even rect modules will be able to send the recruiter a POP up saying the Position is vacant and it should be filled with requirement.

I got struck in PB10 initial entry screen. While assigning personnel officer by default its showing the standard one like APPL\\\'s admin group only. Its now accepting what I have created under PA define admin group and I assigned under define admn group also (PINCH).

Once you assign your administrator group under PINCH, please check whether you activated or not and also check your groupings.

Dynamic Action

Here, you control the initiation of actions when maintaining an infotype record. This can be the maintenance of an additional infotype record or performing a routine. For each action, you can determine whether it is always carried out when you change an infotype or a subtype or whether it is only carried out if you change certain fields.

You can state whether the action is to be carried out for "Change", "Create" and/or "Delete" record. You can store the conditions for executing the action, for example, the comparison of the old and new value of a field. Finally, you can also specify default values for a record that is to be created.

Automatic Triggering/Populating of Infotypes When Certain Infotypes are Dynamically Maintained, Table = T5558Z

I am facing problem in PA40. While entering the inputs in Personal data in hiring action, I am having the field which is called "CUIL/ CUIT" (Which it shows key field) . I do not know about this field and how to enter the data in this field. I would like to remove this field from personnel data. Illly i am having one more field in Bank details in hiring action, I am having the field " Bank Key " I would like to know how to delete/ remove this field from the action, or else how to input the data in this field.

I don't know how to remove this field. But I can suggest you can hide this field by using the following path. Not only this you can hide any field in your screens.

SPRO-->personnel management-- >personnel administration- ->change screen modifications; HERE

Mod.pool---- ----- MP000200

Screen ----- 2000

Feature----- ----- P0002

Variable key----- 29

Alt.screen-- -----2029

Next screen----- 0

Then execute details, in 011 -- Q0002-CCUIL -- Worker identification code -- activate Hide checkbox.

You can use screen modifications and hide the field. after you hide it and save the settings, CCUIL will not be seen on the screen. Same procedure can be used for bank key too. for your information, the various field options are required field, optional field, hide etc.

Which time we have to consider while login time

- 1) swiping machine recorded time
- 2) System login time.

If an company is going for both the systems, first the company want to decided to go for swapping card system or system log in time, if you required the both, then you discuss with the time administrator to design for both, as per the company requirement the time administrator will decided.

Integrate SAP HR Admin to SAP SD module.

Integrate this using IT 0900 (Sales Data) so that person would be accessed in SD...

CAP GEMINI interview questions:

1.) How to make a wage type appear in the remuneration statement?

A)

2.) How did u transfer legacy data in the mid of the financial year (US) to SAP system?

A) For mid year Go live SAP Supports with only transactions of HR and others but nor Finance, u should have asked the question to him, or replied by giving the INLK Schemas is used for Mid year Go Live or even a program is there for mid year go live, in the help CD, find IT.

3.) What is the order of tranfering legacy data? (Is OM first, PA second like that. ... and what data you have imported in OM and what data in PA....)

A) Data transfer has to start from OM -- > PA (All emp related modules as benefits,rect, training, PD,COMpn mgmt and others) --- > TM _---> Payroll. This is different from client to client and No standard is fixed to data transfer.

4.) LSMW??

A) Legacy System Migration Workbench which is used for data transfer for any of the transactions which exist in SAP OR even which Customized by developers.

5.) What was your legacy system and how many digits were your personnel number are?

Legacy system you have to say the Details of Server names and numbers and Project details with onsite and offshore and follows. And personnel numbers are the size of he company (number of Employees) of client and depending on the requirement how many NUMKR Assignments you have done. *-- Potnurur

6) What did you do with symbolic accounts while posting payroll data to Accounting?

Symbolic accounts are used for transferring employee payables , wages, and other payment related details for finance, as to allocate the payment to be taken into account for Company GL Accounts and others. Posting of all the wage types is done through Symbolic Accounts. It does not send wage types to finance. Symbolic accounts are indirect integration between HR and FI.

7) How to DEBUG a payroll run???(This seems to be a very important one please give me answer)

DEBUG is done to check where and why the program is getting errors, processed or coming out of the program.

As you know this try with se38 give any program -- > press F8 and then F5.

You can see the debug screen where, why, what the program has been given break there.

SAP HR Certification Questions

.To take the SAP HR certification, contact your local or regional SAP Education training center at this url :

<http://www.sap.com/services/education/index.epx>

**Caution: more than one answer may be correct.
Please mark ALL correct answers.**

Choose the variable which can be used to determine the screen modifications for master data.

- A User Group
- B Personnel Administrator
- C Organizational Key
- D Cost Centre
- E Payroll Area

1) I am running Indian payroll, wage type /130 is not generated, while it should be populated during execution of Rule IN70. Can any body help me in solving the problem?

Ans) Check if the HRA, conveyance and other exemptions are being calculated in. The payroll run, they would move into this wage type and not your custom Wage types. The calculation of these exemptions depend on several other Settings

2) What are dynamic actions and how to configure it?

Ans) Dynamic actions are performed automatically by the system, depending on certain conditions. If maintaining one infotype has an effect on another infotype, the system automatically displays the second infotype for processing.

Dynamic actions can run in the background i.e. the user does not see the run on the screen.

A change in one field of an infotype might require, that certain other infotype be updated at the same time. The details can be specified as a dynamic event. It is automatically triggered by the system.

*Examples: *

The Personal Data infotype is newly created, and the Number of children field is filled. Once the record is saved, the system automatically displays the Family/Related Person (0021) infotype and the Child subtype (2) for processing. An employee is hired, and the probationary period is entered in infotype Contract Elements. Once this information is saved, the system automatically displays a record from the Monitoring of Dates (0019) infotype and the subtype Expiry of probation (1) for processing.

3) What are the Questions asked for PAYROLL in INTERVIEWS?

Ans) Please find the questions below:

- 1) What is the importance of offcycle payroll?
- 2) What role does the control record play in pay roll?
- 3) How do you calculate Retro accounting amounts?
- 4) What is symbolic account?
- 5) What is the difference between payroll area, payscale area and personnel area?
- 6) How do you identify a different wage types?
- 7) What features do you come across in payrolls employee attributes and CAP PCR. establish the relationship among them?
- 8) What are the infotypes required for a payroll process?
- 9) What is the difference between Indian and us payroll?

4) Can any body tell me, how to add the custom reports in Manager's Desktop (in SAP) about Manager's Desktop? I've tried to customize Manager's Desktop in IMG but it can't worked.

Ans) Are your reports based on the HR logical data base (LDB). If so then the customization is straightforward to pass the relevant data to the selection screens. Else

you will need to pass this through a function for which you may need an ABAPer. You also need to look at the authorization issues for the reports in case it is not using a LDB

5) Is infotype 185 country specific, can it be maintained for India, and will it affect the payroll if it is maintained?

Ans) We maintain subtypes in table v_t591a. Goto tcode sm30 -> v_t591a -> Select maintain -> it will ask you for infotype for which u want to maintain subtype in your case it is 0185.

6) We created an Appraisal Template now I want to assign it with one Employee or ESG. How I can do this integration and where. What is the next step after this?

Ans) Either you can establish the relationship between the position and the Appraisal Template. Otherwise can restrict the appraisal template based on PSA... However there is no standard setting for restricting the Appraisal template on ESG

7) What is knowledge transfer in sap hr module?

Ans) Knowledge Transfer is a general terminology. It means that you disseminate the knowledge what you have. Say you are teaching one module to other person. You are the giver and the other person is the receiver of knowledge. The process is Knowledge Transfer. You are transferring the subject what you know. KT is not specific to any module.

OR

KT in SAP is the knowledge transferred to a reliever who is to take over your responsibilities so that he/she knows what all you have done shouldering the same responsibility. It is done in order to minimize the knowledge gap between the two sides, and facilitate the reliever to carry on the baton from where his/her predecessor leaves. It might be in the form of transferring the soft copies, hard copies of the various documents, verbal one or a written one to make it more formal.

8) What would be basically my roles where I need to provide support or what kind of specs do I need to face. Pls give some examples.

Ans) You are working in Payroll and Benefits, your role can exactly defined after seeing what your Business is doing, are you processing payroll through SAP or you are processing through third party and down load through SAP. In payroll mostly you will get the issue of authorization, and check which all infotypes are going to effect while running the payroll. any issue occur, you need to check the infotypes and while downloading check the fields and verify the data , check the programme and wage types also , whether they are maintained properly etc.

9) Can anybody give some examples of tickets in OM, PA.? What are the tickets you will get in support project please provide me with solution?

Ans) If any issue, user raises the ticket. Suppose in OM, org tree is not visible and in PA updation of master records, wage type permissibility or any issue. Relating to the same. If you have any payroll down load happening, that gets affected due to this infotype. We need to look into as an urgent matter.

10) I am trying to assign an employee on the system to ESS user profile and the message I get is personnel number 00000001 does not exist. [When this employee has full record on the system and is an active employee] What am I doing wrong?

Ans) IT 0185 can be used for India payroll. This is for pan no, gratuity.

This will not affect payroll.

OR

We maintain subtypes in table v_t591a. Goto tcode sm30 -> v_t591a -> select maintain -> it will ask you for infotype for which u want to maintain subtype maintain -> in your case it is 0185.

OR

Check his Infotype 105 and see if there is a valid record for the employee.

11) I am facing problem in Infotype 0019/ Monitoring of task. Pls help me in doing IT 0019 working, the system is not giving the reminder on set date, is it require some other settings also. Pls let me know what all settings need to be done for this infotype?

Ans) In table V_T531 mention the Lead Follow-up Time and the Units. Like say you want to set the Reminder for 3 months or whatever from the Task Date. This setting will default the Reminder Date.

12) What is diff between simple maintenance and detailed maintenance?

13) What is an Export mode and how do you use it and what for?

14) How many structures are there?

15) What is an Task and how do you assign?

16) Can diff positions an be assign to one job?

17) What is the diff betwwe job and position?

- 18) What is tcode for org unit?
- 19) What is an org\\\'l plan?
- 20) What is cost center and work center...and diff?
- 21) What is the diff between infogroup and infotype and how do you use and Where?
- 22) How can you create infotype?
- 23) What is personnel action?
- 24) What is Dynamic action and what for?
- 25) What is period parameter and modifier?
- 26) How do u config OM and PA?
- 27) What is Personnel area and can we create multiple personnel areas?
- 28) How do you activate an employee in IMG?

SAP HR Interview Questions

1. What is the difference between PCR and CAP?
2. How do you run payroll?
3. How do you correct payroll?
4. If i want to include some more wage types, say bonus from today. How should i do that?
5. What is meant by payroll area? What are the uses of payroll area?
6. What is meant by a control record.
7. What is meant by retroactive accounting?
8. How do you create customized ITs? What is the no. range for customer specific ITs?
9. What are day types? How many day types exist? What are they? Where

do you configure them?

10. What is a counting rule?
11. What is absence type?
12. How do you configure absence? Give an example
13. What is absence quota type?
14. What are the features you used in benefits?
15. How many health plans have you configured, what are they?
16. What are the most important ITs in benefits?
17. List the applicant actions in recruitment.
18. What is the feature used for Personnel Administrator. What group should u use in that?
19. What are the IT's used in NUMKR? (I said NUMKR is associated with Org. Assgmt.)
20. What is an applicant group?
21. What is an unsolicited applicant group?
22. What is the t.code for authroizations?
23. Differentiate between Payroll area and payscale area.

1. Explain the uses of the simple maintenance interface?

Simple Maintenance is used when Staff assignments and reporting structure are to be changed. There are three main areas in Simple Maintenance. Each area contains particular maintenance functions, depending on whether you want to edit organizational structure, staff assignments or task profiles. For Organizational Management users, Simple Maintenance is best used to establish the basic framework in organizational plan development. For complete, detailed editing of individual organizational objects in your organizational plan (editing particular positions or organizational units, for example), we recommend that you switch to Info-type Maintenance. Simple maintenance uses a tree

structure, which allows you to create a basic framework for organizational plans, using streamlined procedures. In this way, we can create an organizational and reporting structures step by step.

2. What is the use of INFOGROUPS?

The infotype group (commonly known as infogroup) guarantees that during the personnel action, all information needed for the business processes is stored. The infogroup is processed when you perform a personnel action. - An infogroup exists in the standard system for every personnel action type. - In Customizing for Personnel Administration, you can tailor the make-up of the various infogroups to the requirements of your company. - You can define infogroups as user-group dependent. Infogroups are used in Personnel Actions to define a set of sequential infotypes that you would be using while performing an action. For example, when you hire, you would want to use IT0000,0001,0002,0006,0007,0008 etc in a sequence- in a particular order. So define an Infogroup for this purpose which contains all these infotypes, their order of execution and the user groups it is applicable for. Then you assign this infogroup to the action that you had defined.

3. What is PROCESSING CLASS, where we do them and why?

Wage type characteristic that determines how processing is conducted during the payroll run.

4. What is EVALUTION PATH, where do we do it and why?

A chain of relationships between objects in a hierarchical structure. for eg. O-S-P(Organization->Position->Person).

5. What is INTERNAL PAYROLL PROCESS?

Payroll process(program) is run at a specific point in time, not only to calculate an employee's basic remuneration but also any special payments, overtime payments or bonuses that must be effected for the period in question.

TEXAN SOFT