

# C\_THR12\_66<sup>Q&As</sup>

SAP Certified Application Associate - Human Capital Management with  
SAP ERP 6.0 EHP6

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**QUESTION 1**

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- A. The daily work schedule variant
- B. The work schedule rule
- C. A different payment according to position
- D. The working time

Correct Answer: D

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**QUESTION 2**

Which of the following are standard prerequisites for an employee to use the Manager's Self Service? (Choose three)

- A. The organizational structure has been developed for the company.
- B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- C. The employee holds the chief position of an organizational unit.
- D. The employee has an active user ID assigned on IT0105 (Communication).
- E. The employee has authorization to use PA20 (Display Master Data) to display their employees' data.

Correct Answer: ACD

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**QUESTION 3**

You must generate payroll periods for weekly, biweekly and monthly paid employees. Which entries do you include on the generation screen? (Choose two)

- A. Period parameters
- B. Payday rule
- C. Payroll area
- D. Employee subgroup

Correct Answer: AB

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**QUESTION 4**

A personnel administrator encountered problems when processing a new hire action. Some infotypes were not presented during the hiring action. As a result, the personnel administrator had to create the skipped infotypes in PA30 after the action was completed.

Which of the following solves this problem?

- A. Assign the correct reference user group to the new personnel administrator in table T526.
- B. Assign the infogroup for the hiring action to the new personnel administrator in table T526.
- C. Assign the user parameter UGR correctly in the user master data.
- D. Assign sufficient authorizations to create the missing infotypes during an action.

Correct Answer: C

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**QUESTION 5**

A global company wants the field characteristics (optional, required, or hidden) on IT0001 Organizational Assignment to differ by country. How can you achieve this?

- A. Configure multiple header definitions and assign for each country.
- B. Configure country-specific infotype menus for fast entry.
- C. Maintain the feature P0001 and adjust screen modifications.
- D. Use standard HR authorization objects for infotypes.

Correct Answer: C

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