C_THR12_67 Q&As

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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QUESTION 1

When would you use an existing work schedule rule as the basis for a part-time work schedule without

additional configuration? Please choose the correct answer.

Response:

A. Current schedulE.Monday-Thursday (8 hours) and Friday (4 hours) New schedulE.Monday - Friday

(7.2 hours)

B. Current schedulE.Monday-Thursday (10 hours) New schedulE.Monday - Thursday (6 hours)

C. Current schedulE.Monday-Thursday (9 hours) and Friday (4 hours) New schedulE.Monday - Friday (4 hours)

D. Current schedulE.Monday - Friday (8 hours) New schedulE.Monday, Wednesday, and Friday (8 hours)

Correct Answer: B

QUESTION 2

Which of the following is a typical process sequence for selling products from stock? Please choose the

correct answer.

Response:

A. Incoming order -> Transport/delivery -> Billing -> Dunning and payment

B. Incoming order -> Goods receipts/transport -> Dunning and payment -> Billing

C. Purchase requisition -> Billing -> Transport/goods receipts -> Dunning and payment

D. Purchase requisition -> Delivery/transport -> Dunning and payment -> Billing

Correct Answer: A

QUESTION 3

A customer needs to assign different public holiday calendars in their work schedule configuration. Where is the public
holiday calendar assigned?

A. Employee subgroup

B. Public holiday class

C. Organizational unit

D. Personnel subarea

Correct Answer: D

QUESTION 4

The SAP ERP Human Capital Management system stores all employee master data in infotype records.

What can you use to process infotype records?

There are 3 correct answers to this question.

Response:

A. Initial entry maintenance

B. Fast entry

C. Overview entry

D. Personnel actions

E. Single screen maintenance

Correct Answer: BDE

QUESTION 5

A fixed bonus of 15% of annual salary is paid to all salaried employees. How would you configure the

automatic calculation of the amount? Please choose the correct answer.

Response:

A. Configure table T539A (Default Wage Type Model) and configure feature LGMST to default the correct indirect amount.

B. Assign indirect valuation module SUMME in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).

C. Configure table T511_B (Wage Type Permissibility) and configure feature ABKRS to default the correct indirect amount.

D. Assign indirect valuation module PRZNT in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).

Correct Answer: B

QUESTION 6

Where is a counting rule assigned? Please choose the correct answer. Response:

A. In the rounding rule

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B. In the conditions for the current day

C. In the quota deduction rule

D. In the attendance/absence type

Correct Answer: D

QUESTION 7

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

A. Employee subgroup

B. Payday rule

C. Payroll area

D. Period parameters

Correct Answer: BD

QUESTION 8

A customer wants to store pay scale data on IT0008 (Basic Pay) for their employees. Which configuration

steps are necessary? Please choose the correct answer.

Response:

A. Define a pay scale group, pay scale level, and basic pay wage type with the module variant A for ARBPL.

B. Define a pay scale type and pay scale area, an employee subgroup grouping for collective agreement provision, and a pay scale group for the employees.

C. Define a pay scale type and pay scale area, a personnel subarea grouping for collective agreement provision, and a pay scale group for the employees.

D. Define a pay scale group and an employee subgroup grouping for collective agreement provision, and the feature LGMST.

Correct Answer: B

QUESTION 9

What can you do with the Object tools found in the SAP easy access menu for Organizational

Management?

There are 3 correct answers to this question.

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Response:

A. Delimit infotype

B. Translate language-dependent text

C. Change status

D. Execute actions

E. Copy structures

Correct Answer: CDE

QUESTION 10

Your company has a group of users who performs limited Personnel Administration tasks. How can you

limit what they can view in Maintain HR Master Data (transaction PA30)? There are 2 correct answers to

this question.

Response:

A. Assign a screen control to hide fields in transaction PA30

B. Assign them to a role with fewer transaction codes

C. Assign them to a user group with fewer infotypes menus

D. Assign them to a role with limited infotypes display authorizations

Correct Answer: AD

QUESTION 11

What must you define to create and edit a custom object into the Organization and Staffing Interface (PPOME)?
(Choose two)

A. Search node for the new object

B. Interaction tools

C. Service request(s) with evaluation path

D. Column groups with header types

E. Tab page definition

Correct Answer: AC

QUESTION 12

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

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

QUESTION 13

Which of the following elements do you need to configure to create a new Absence counting rule? (Choose two)

A. A personnel subarea grouping for time quota types

B. An employee subgroup grouping for time quota types

C. An employee subgroup grouping for work schedules

D. A personnel subarea grouping for leave types

Correct Answer: AB

QUESTION 14

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform? Please choose the correct answer. Response:

A. SAP Exchange Infrastructure

B. SAP Web AS

C. SAP Business Process Management

D. SAP NetWeaver

Correct Answer: D

QUESTION 15

Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results?

There are 2 correct answers to this question.

Response:

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A. To suggest a default alternate period work schedule (PWS) based on new clock times.

B. To suggest an alternate holiday calendar based on the substitute work schedule.

C. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.

D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

Correct Answer: CD

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