SAP

C_THR12_67

SAP HCM with ERP 6.0 EHP7

Question No: 1

A customer requires a report for employees with qualifications according to personnel are a. How can you restrict the output to display only employees who actually have qualifications?

Please choose the correct answer. Response:

A. Use the filter function to search for the personnel area.

B. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.

C. Rewrite the Ad Hoc Query definition.

D. Add the DATA_REQUIRED switch to the InfoSet.

Answer: D

Question No: 2

What can you assign to a position or a job object using IT1005 (Planned Compensation)?

Please choose the correct answer. Response:

A. Pay grade, pay scale or direct valuation

B. Default values of work schedule data

C. Percentages for alternative cost distribution

D. New relationships with other organizational objects

Answer: A

Question No: 3

A customer wants to generate reports on payroll results in Ad Hoc Query. Which steps do you need to configure to create payroll results infotypes?

There are 3 correct answers to this question. Response:

A. Import cluster data into IT0267 (Additional Off-Cycle Payments)

B. Create and generate payroll infotypes

C. Assign calculation rules to payroll infotypes

D. Assign wage types to evaluation wage types

E. Define evaluation wage types

Answer: B,D,E

Question No: 4

When terminating an employee, customers need to record and evaluate the various causes of termination. What do you need to do to enable this?

Please choose the correct answer. Response:

A. Configure a termination infoset and define reasons for the infoset.

B. Configure a termination action and assign a subtype to it.

C. Configure a termination infoset and assign a subtype to it.

D. Configure a termination action and define reasons for the action type.

Answer: D

Question No: 5

You want to repeat the process of finding additional objects along the subordinate organizational structure. What would you add to the following evaluation path?

O B003 S

S B003 A

Please choose the correct answer. Response:

A. B012 S

B. A A002 O

C. B002 O

D. B002 A

Answer: C

Question No: 6

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM?

There are 3 correct answers to this question. Response:

A. Capacity Planning

B. Workforce Process Management

C. Talent Management

D. End User Service Delivery (MSS/ESS)

E. Task and Resource Management

Answer: B,C,D

Question No: 7

Which of following master data fields are named in the definition of the authorization object P_ORGIN?

There are 3 correct answers to this question. Response:

A. Personnel Subarea

B. Employee Group

C. Employee Subgroup grouping

D. Employee Subgroup

E. Personnel Area

Answer: B,D,E

Question No: 8

A manager is in charge of two separate departments. The manager needs different access authorizations for the master data of the employees in each department. Which authorization object must be activated? Please choose the correct answer. Response:

A. P_ORGINCON

B. P_APPL

C. P_PLOG

D. P_PERNR

Answer: A

Question No: 9

When is the Payroll Status infotype (IT0003) updated?

There are 2 correct answers to this question. Response:

A. When the Personal Data infotype (IT0002) is updated

B. When the Cumulated Time Evaluation Results: Time Balances/Wage Types report is run

C. When a payroll run is performed for a payroll area

D. When a time evaluation is run for employees

Answer: B,C

Question No: 10

During the payroll run, you discover that some employees are missing from the run but no warning or error messages are displayed. Which items would you check to find out why? (Choose two)

A. Payroll control record for incorrect personnel numbers

B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment

C. IT0001 (Organizational Assignment) for incorrect payroll area assignment

D. IT0000 (Personnel Actions) for incorrect employment status

Answer: C,D

Question No: 11

Which tasks can be accomplished with the ABAP List Viewer?

There are 2 correct answers to this question. Response:

A. Create/delete cluster data

B. Filter for data

C. Format totals

D. Create/delete master data

Answer: B,C

Question No: 12

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay?

A. Propose the employee's pay scale group and level from T510

B. Propose wage type amounts from T510

C. Determine the amount of the Annual salary (ASAL)

D. Determine the amount of the Benefit salary (BSAL)

Answer: B

Question No: 13

A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays. Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days?

There are 3 correct answers to this question. Response:

A. Set the counting rules to include 50% quota multiplier for hours.

B. Set the deduction rules to query the different holiday classes.

C. Set the counting rules to include a 50% quota multiplier for days.

D. Set the counting rules to query the different holiday classes.

E. Set the counting rules to query different conditions for the current day.

Answer: C,D,E

Question No: 14
You need to understand the concepts of Organizational Management. What are the functions of Organizational Management?
There are 3 correct answers to this question. Response:
A. To depict structures such as organizational and reporting
B. To build the basis for the business workflow
C. To allow for planning organizational changes
D. To create hierarchical links to the HCM Enterprise structure
E. To transfer controlling information on cost to FI
Answer: A,B,C

Question No: 15
You want to assign leave entitlement for union groups according to their contracts. How can you configure this?
Please choose the correct answer. Response:
A. By creating different absence types and assigning them to the employee subgroups
B. By creating a dynamic action on IT2001 (Absences) to input the default values for the quota
C. By assigning a base entitlement rule to the Work Contract field on IT0001 (Organizational Assignment)
D. By assigning quota type selection rule groups and generating absence quotas
Answer: D

Question No: 16
Which selection parameters can be used for the pre-program data medium exchange (DME) file?
There are 2 correct answers to this question. Response:
A. Payroll area
B. Organizational unit
C. Company code
D. Personnel number
Answer: A,D

Question No: 17
Standard SAP ERP Organizational Management integrates with which of the following areas? (Choose two)
A. Workflow
B. Plant Maintenance
C. Project Systems
D. Sales and Distribution
E. Controlling
Answer: A,E

Question No: 18
You need to evaluate your entire company structure including positions and persons. However, you want to exclude positions from the output.

What evaluation path would you use to do this?

Please choose the correct answer. Response:

A. O-S-P Skip P

B. O-S-P Skip S

C. O-S-P Skip O

D. O-P-C Skip C

Answer: B

Question No: 19

In a standard SAP configuration, which of the following objects can use the "Reports to" relationship?

There are 2 correct answers to this question. Response:

A. Organizational units

B. Positions

C. Jobs

D. Persons

Answer: A,B

Question No: 20

Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period. Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

Please choose the correct answer. Response:

A. Processing class 01 queried in personnel calculation rule X010

B. Processing class 20 queried in personnel calculation rule XPPF

C. Processing class 10 queried in personnel calculation rule XVAL

D. Processing class 03 queried in personnel calculation rule X020

Answer: C

Question No: 21

A customer wants to use relationships to accurately depict their organizational structure. Which of the following standard relationships and time constraints exists between organizational objects?

A. A Position (S) can belong to multiple Organizational Units (O).

B. A Position (S) can be described by multiple Jobs (C).

C. An Organizational Unit (O) can incorporate multiple Jobs (C).

D. A Job (C) can describe multiple Positions (S).

Answer: D

Question No: 22

Employees have half-day public holidays that need to be included in their work schedules.

RuleNoHoliday class

b123456789Hol.cl.next day

b123456789Weekday

1234567Variant

0101..x........ xxxxxxxxxxxxxxxxxxB

How can you incorporate rule number 01 – as shown in the graphic – in the daily work schedule configuration? There are 2 correct answers to this question. Response:

A. Configure a daily work schedule variant B for the shorter days.

B. Configure a daily work schedule with zero planned hours on public holidays.

C. Create a new period work schedule for half days.

D. Configure a daily work schedule with DWS selection rule 01.

Answer: A,D

Question No: 23

A customer wants to pay a cost of living allowance valued at between 2% and 5% of an employee's basic pay. How would you configure the wage type?

Please choose the correct answer. Response:

A. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

B. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

C. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).

D. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).

Answer: A

Question No: 24

Which of the following import methods can be selected in the Legacy System Migration Workbench (LSMW) object attributes?

There are 2 correct answers to this question. Response:

A. Fast entry

B. Feature LGMST

C. Batch input recording

D. Intermediate document (Idoc)

Answer: C,D

Question No: 25

You have defined one infogroup for a new hire action. You want to distinguish between the infotypes presented for employees in different personnel areas. Which feature would you configure to accomplish this?

A. ABKRS

B. IGMOD

C. PINCH

D. TARIF

Answer: B

Question No: 26

During a payroll run, organizational data and planned working time are not being imported. Which payroll function should be enabled in the schema to fix this issue?

Please choose the correct answer. Response:

A. PLRT

B. P0001

C. P0007

D. WPBP

Answer: D

Question No: 27

What information is required to define a screen view for an infotype?

There are 2 correct answers to this question. Response:

A. Alternative infotype screen

B. Screen number

C. Variable key

D. Infotype module pool

Answer: B,D

Question No: 28

Which processing option results in a historical infotype record being maintained in Personnel Administration? (Choose two)

A. Delete an existing record

B. Change an existing record

C. Delimit with a new end date

D. Copy with date change

Answer: C,D

Question No: 29

Which SAP NetWeaver component ensures company-wide unification of data and information in heterogeneous IT environments?

Please choose the correct answer. Response:

A. Web Application Server (AS)

B. Integration Broker

C. Enterprise Portal

D. Master Data Management

Answer: D

Question No: 30

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run.

Which settings should be made on V_T582A (Infotype Attributes)?

Please choose the correct answer. Response:

A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.

B. Set the List Time Periods indicator to record changes in previous periods.

C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.

D. Set the Time Constraint indicator to allow for processing changes from previous periods.

Answer: C