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C_THR12_67

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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ExamCode: C_THR12_67
ExamName: SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7
Vendor Name: SAP
Edition = DEMO

Question: 1

The employment percentage for an employee in infotype 0007 (Working Times) is updated. You want to ensure that infotype 0008 (Basic Pay) is presented to the user for verification. How can you accomplish this?
There are 2 correct answers to this question.
Response:

A. Create a dynamic action on infotype 0007
B. Use feature P0008
C. Create a personnel action for change of employment percentage and include infotype 0007 and infotype 0008
D. Implement the logic in user exit ZXPADU01

Answer: AC

Question: 2

You want to activate activity allocations for time-related data, while disabling cost assignment. Which of the following infotypes should you configure?
Please choose the correct answer.
Response:

A. IT2004 (Availability)
B. IT2011 (Time Events)
C. IT2001 (Absences)
D. IT2005 (Overtime)

Answer: C

Question: 3

How is information populated in an SAP E-Recruiting candidate talent pool?
There are 3 correct answers to this question.
Response:

A. Third-party job board services can directly update the talent pool
B. A candidate uses social media to update their own information
C. Internal candidates update their own information

D. A recruiter enters and updates information for external candidates
E. External candidates update their own information

Answer: CDE

Question: 4

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes.
Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?
Please choose the correct answer.
Response:

A. PLOGI PLOGI
B. PLOGI ORGA
C. PLOGI PERSN
D. PLOGI EVENB

Answer: B

Question: 5

Some employees leave early on Fridays and are required to enter their absence time. How can you ensure that quotas are not reduced for these types of absences?
There are 2 correct answers to this question.
Response:

A. Set the counting rule conditions to query the period work schedule variant
B. Set the counting rule conditions to full day absences
C. Set the counting rule conditions to query certain days
D. Set the counting rule conditions for partial day absences

Answer: CD

Question: 6

Which function imports the bonuses for dirty work entered as employee remuneration information?
Please choose the correct answer.
Response:

A. P2000
B. P2010
C. P2015
D. P2005

Answer: B

Question: 7

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs. What do you recommend?
Please choose the correct answer.
Response:

A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
D. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.

Answer: C

Question: 8

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

Rule	No	Holiday class		
b123456789		Hol.cl.next day		
b123456789		Weekday		
1234567		Variant		
01	01	..x..... xxxxxxxxxx	xxxxxxx B	

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: AD

Question: 9

Some of your employees work fewer hours prior to public holidays.
What is the most efficient way to ensure that employee time is handed correctly?

Please choose the correct answer.
Response:

A. Create a daily work schedule variant and assign the work schedule to the employees
B. Create an attendance type to be mass uploaded to the employees records
C. Create a rule in the time evaluation schema
D. Create a substitution infotype to be uploaded to the employees records

Answer: A

Question: 10

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: BDE

Question: 11

Your customer has a group of HR administration that do not have access to the Actions infotype (IT0000) but are required to update specific information such as address, e-mail, bank account, and family members
How can the administration update this information?
Please choose the correct answer.
Response:

A. Use Maintain HR Master Data (PA30) to update each infotype
B. Run report RHINTE00 to update the master data records
C. Use Personnel Action (PA40) to display all the infotypes to be updated
D. Use the ad-hoc query report to mass update to the master data records

Answer: A

Question: 12

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous

three months. Any retroactive changes in pay should be included. What do you have to include in the configuration of the rule?
There are 3 correct answers to this question.
Response:

A. Final processing rule
B. Cumulation rule
C. Time wage type selection rule
D. Adjustment rule
E. Processing class 01 rule

Answer: ABD

Question: 13

What characteristics are defined for a daily work schedule variant rule?
There are 2 correct answers to this question.
Response:

A. Day of the week
B. Public holiday class – next day
C. Day type selection
D. Rule number

Answer: AB

Question: 14

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: BCD

Question: 15

A customer wants to ensure data changes on certain infotypes in the payroll past are taken into account in the next payroll run. Which indicators should you set on V_T582A (Infotype Attributes)?

There are 2 correct answers to this question.
Response:

A. Time Constraint
B. Past Entry Allowed
C. Retroactive Accounting Payroll
D. List Time Periods

Answer: BD

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