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Q&A

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Exam : **C_THR12_66**

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

Version : Demo

1.You want to provide a real-time report on personnel data.

Which reporting tools would you use to create this report? (Choose two)

- A. Report Writer
- B. SAP NetWeaver Business Warehouse
- C. Ad Hoc Query
- D. SAP Query

Answer: C,D

2.Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS.?

- A. In the Documentation
- B. In the Country Assignment
- C. In the Administrative Data
- D. In the Structure

Answer: D

3.What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)? (Choose two)

- A. It can be a key field for a Customizing table.
- B. It displays the dotted-line reporting relationship.
- C. It can function as additional selection criteria on standard reports.
- D. It stores values for additional authorization checks.

Answer: C,D

4.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

5.You are running a hiring action. Integration is active between Personnel Administration (PA) and Organizational Management (OM).

As a result of this integration, which fields on IT0001 Organizational Assignment cannot be maintained directly? (Choose three)

- A. Position
- B. Personnel Area
- C. Cost Center
- D. Job Key
- E. Organizational Unit

Answer: C,D,E

6.You want a report that shows the relationship between a legal entity and a person and includes their

organizational unit and position.

Which evaluation path would return the appropriate data using standard relationships?

- A. S -> P P -> OR O -> S O -> O OR -> OR
- B. P -> OR O -> S OR -> OR O -> P O -> O
- C. OR -> O O -> S S -> P O -> O OR -> OR
- D. OR -> P P -> O O -> S O -> O OR -> OR

Answer: C

7.Which of the following functions of the Employee Subgroup Grouping for Personnel Calculation Rules?

- A. Determines permissible time quota types
- B. Determines permissible wage types
- C. Determines the valid pay scale group and level
- D. Determines the correct processing steps in payroll

Answer: D

8.How do you link an employee's external time management system ID to a SAP personnel number?

- A. Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).
- B. Create IT0050 (Time Recording) with the external time management system ID.
- C. Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
- D. Create IT0105 (Communication) with the external time management system ID.

Answer: B

9.What is the purpose of IT0302 (Additional Actions)?

- A. Ensures only one personnel action can be saved per day per employee
- B. Ensures only one status-changing personnel action can be saved per day per employee
- C. Ensures multiple status-changing personnel actions can be saved per day per employee
- D. Ensures multiple non-status changing personnel actions can be saved per day per employee

Answer: D

10.You want to execute a termination action for an employee.

Which of the following infotypes should not be delimited as a standard practice?

- A. IT0040 (Objects on Loan)
- B. IT2006 (Absence Quotas)
- C. IT0008 (Basic Pay)
- D. IT0014 (Recurring Payments and Deductions)

Answer: C

11.You need to create a basic organizational structure for testing purposes.

Which interfaces would allow you to create one quickly while displaying it graphically? (Choose two)

- A. PO10 (Maintain Organizational Unit)
- B. PPOM_OLD (Simple Maintenance)
- C. PP01 (General – Maintain Object)

- D. PPME (Change Matrix Organization)
- E. PPSC (Create General Structure)

Answer: B,E

12. When processing payroll, the Payroll Administrator receives the error message "Division by 0 is not possible" for one employee.

What could have caused this error?

- A. The employee does not have an IT0008 (Basic Pay) with work hours per period.
- B. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).
- C. Feature SCHKZ defaults the wrong work schedule rule on IT0007 (Planned Working Time).
- D. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).

Answer: A

13. You transferred objects created in Organizational Management into Personnel Administration tables using report RHINTE10.

Which of the following object tables are relevant for integration? (Choose three)

- A. T527X (Organizational Units)
- B. T513 (Jobs)
- C. CSKS (Cost Centers)
- D. T528B (Positions)
- E. T777I (Infotypes Per Object Types)

Answer: A,B,D

14. Which characteristics can be assigned to a wage type in table V_T511 (Wage Type Characteristics)? (Choose three)

- A. Indirect valuation module
- B. Operation indicator (deduction wage type)
- C. Rewritable
- D. Processing class
- E. Employee subgroup grouping for personnel calculation rule

Answer: A,B,C

15. You want to include an employee to a company code in the Enterprise Structure. To which of the following elements would you assign this employee?

- A. Personnel Area
- B. Employee Subgroup grouping
- C. Employee Group
- D. Personnel Subarea grouping

Answer: A