C_THR12_66^{Q&As}

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

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QUESTION 1

A customer wants to generate a report to analyze trends in employee headcount over the past five years.

Which reporting tool do you recommend?

A. Ad Hoc Query

B. InfoSet Query

C. Human Resource Information System (HIS) Query

D. Business Warehouse (BW) Query

Correct Answer: D

QUESTION 2

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

Correct Answer: D

QUESTION 3

You need to set up a reminder to notify the customer about the expiry of probation periods of employees one month in advance. The probation period is 3 months. What do you need to do? (Choose two)

A. Define default values with DATAR feature.

B. Select Lead/Follow-Up Time and Operator Values on IT0041 (Date Specifications).

C. Set up a background job of the Date Monitoring report.

D. Set up a dynamic action that creates an IT0019 (Monitoring of Tasks) record during a hiring or rehiring action.

Correct Answer: CD

QUESTION 4

Which element is mandatory in daily work schedule configuration?

A. Daily work schedule class

B. Daily work schedule selection rule

C. Minimum working time

D. Core times

Correct Answer: A

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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