



# C\_THR12\_67<sup>Q&As</sup>

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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### QUESTION 1

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

Correct Answer: BCD

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### QUESTION 2

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

There are 2 correct answers to this question.

Response:

- 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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### QUESTION 3

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)

Correct Answer: BE

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#### QUESTION 4

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.

Correct Answer: C

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#### QUESTION 5

You want to continue paying a terminated employee.

What fields on the Payroll Status infotype (IT0003) can be used to accomplish this task? There are 2 correct answers to this question.

Response:

A. Do not account after

B. Accounted to

C. Run payroll up to D. Earl. Pers RA date

Correct Answer: BD

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