



C_THR12_67^{Q&As}

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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

Correct Answer: AC

QUESTION 2

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

Correct Answer: ABD

QUESTION 3

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?



- A. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).
- B. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).
- C. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).

Correct Answer: C

QUESTION 4

What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

Please choose the correct answer.

Response:

- A. The valid pay scale group and levels for each employee
- B. The valuation bases wage type for both hourly and salaried employees
- C. The permissible wage types for infotype 0008 (Basic Pay)
- D. The valid pay grade for each employee

Correct Answer: B

QUESTION 5

Which functions are performed by the payroll control record? There are 3 correct answers to this question. Response:

- A. Locking master and time data so current or past changes cannot be made during the payroll process
- B. Determination of the country for which the payroll will be processed
- C. Definition of the earliest possible retroactive accounting date for each payroll area
- D. Locking and setting the limit for simulation runs so testing can take place
- E. Control and tracking of the individual stages of the payroll processing

Correct Answer: ACE

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