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**Vendor:** SAP

**Exam Code:** C\_THR12\_65

**Exam Name:** SAP Certified Application Associate -  
Human Capital Management with SAP ERP 6.0 EHP5

**Version:** Demo

### Question: 1

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area. What do you have to configure?

- A. Modif W and the table V\_T539J (Base wage type valuation)
- B. Modif 4 and the table V\_T510S (Time wage type selection)
- C. Modif 2 and the table V\_T510J (Constant valuations)
- D. Modif A and the table V\_T554C (Absence valuation)

**Answer: C**

### Question: 2

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?

- 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: 3

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks. Which tool is best suited for this?

- A. Payroll control record
- B. Off-Cycle Workbench
- C. HR Process Workbench
- D. Interface Toolbox

**Answer: C**

#### Question: 4

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? (Choose three.)

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

**Answer: A, B, D**

#### Question: 5

A customer is concerned that WPBP splits on the IT input table may lead to overpayments. What explanations do you provide to address their concerns? (Choose two.)

- A. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- D. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

**Answer: A, B**

#### Question: 6

Which of the following modules integrates with SAP Learning Solution?  
(Choose three.)

- A. Financial Accounting
- B. Sales and Distribution
- C. Compensation
- D. Business Warehouse
- E. Travel Management

**Answer: A, B, D**

### Question: 7

Which of the following components are included in SAP ERP Talent Management?  
(Choose three.)

- A. Learning Solution
- B. Pension Management
- C. SAP E-Recruiting
- D. Time Management
- E. Performance Management

**Answer: A, C, E**

### Question: 8

The SAP ERP Human Capital Management system stores all employee master data in infotype records. What can you use to process infotype records? (Choose three.)

- A. Initial entry maintenance
- B. Fast entry
- C. Overview entry
- D. Personnel actions
- E. Single screen maintenance

**Answer: B, D, E**

### Question: 9

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM? (Choose three.)

- A. Capacity Planning
- B. Workforce Process Management
- C. Talent Management
- D. End User Service Delivery (MSS/ESS)
- E. Task and Resource Management

**Answer: B, C, D**

### Question: 10

What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They are the most important control indicators in the personnel structure.
- B. They control default values for infotype fields.
- C. They control the security of the enterprise structure.
- D. They define the selection criteria for absences and attendances.

**Answer: A**

### Question: 11

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment). What is the employee group used for? (Choose three.)

- A. As a field to determine absence and attendance types
- B. As a field in authorization checks
- C. As a field to determine the holiday calendar
- D. As a field for decisions for default values
- E. As a selection criterion for reporting

**Answer: B, D, E**

### Question: 12

Your employee receives a pay raise effective July 1st of the current year. Which are the recommended options for updating the employee's master data? (Choose three.)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

**Answer: A, B, D**

### Question: 13

For what do you use the Talent Warehouse (Talent Pool) in SAP E-Recruiting? (Choose three.)

- A. To search for candidates whose skills match the requisition requirements
- B. To establish long-term relationships with candidates
- C. To initiate the recruitment process

- D. To search for unreleased profiles
- E. To classify internal and external candidates to talent groups

**Answer: A, B, E**

### Question: 14

Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- B. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)
- C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
- D. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)

**Answer: B**

### Question: 15

Qualifications are called Requirements when assigned to which of the following object types? (Choose three.)

- A. Job
- B. Work Center
- C. Person
- D. Position
- E. User

**Answer: A, B, D**

### Question: 16

Which groupings are used to define the most important control indicators for Time and Payroll?

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

**Answer: C**

### Question: 17

What does the assigned payroll area on IT0001 (Organizational Assignment) determine for an employee?

- A. Pay date and pay frequency
- B. Pay frequency and paid holidays
- C. Paid holidays and pay date
- D. Payroll schema and period parameter

**Answer: A**

### Question: 18

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules. Which substitution element would you populate on IT2003 (Substitutions)?

- A. New working time
- B. New work schedule rule
- C. Different holiday calendar
- D. Different payment according to position

**Answer: A**

### Question: 19

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries. How can you ensure that each time administrator only has access to the functions they require? (Choose two.)

- A. Assign different profiles in feature PINCH.
- B. Assign the correct profile to each administrator in their user parameters using transaction SU3 – Maintain User Profile.
- C. Create different profiles for each time entry requirement in Customizing.
- D. Assign administrators to different administrator groups in table T526.

**Answer: B, C**

### Question: 20

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas). Which steps must be completed to meet this requirement?

- A. Configure table T559L (Quota Configuration – Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
- B. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- C. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- D. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration – Selection Rules).

**Answer: A**

### Question: 21

A customer wants to implement the mini master for minimal time management. Which of the following infotypes are among those required?

- A. IT0001 (Organization Assignment) and IT0002 (Personal Data)
- B. IT0002 (Personal Data) and IT2012 (Time Transfer Specifications)
- C. IT0001 (Organization Assignment) and IT0315 (Time Sheet Defaults)
- D. IT2010 (Employee Remuneration Information) and IT2012 (Time Transfer Specifications)

**Answer: A**

### Question: 22

Which element is mandatory in daily work schedule configuration?

- A. Core times
- B. Tolerance time
- C. Minimum working time
- D. Daily work schedule class

**Answer: D**

### Question: 23

Which is the typical sequence of steps in an ASAP roadmap?

- A. Project Preparation ? Business Blueprint ? Realization ? Final Preparation ? Go Live Support
- B. Project Preparation ? Final preparation ? Business Blueprint ? Realization ? Go Live Support
- C. Project Preparation ? Realization ? Business Blueprint ? Final Preparation ? Go Live Support
- D. Business Blueprint ? Project Preparation ? Final Preparation ? Realization ? Go Live Support

**Answer: A**

### Question: 24

Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment
- B. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment
- C. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- D. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment

**Answer: B**

### Question: 25

Which SAP NetWeaver component ensures company-wide unification of data and information in heterogeneous IT environments?

- A. Web Application Server (AS)
- B. Integration Broker
- C. Enterprise Portal
- D. Master Data Management

**Answer: D**

### Question: 26

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform?

- A. SAP Exchange Infrastructure
- B. SAP Web AS
- C. SAP Business Process Management
- D. SAP NetWeaver

**Answer: D**

### Question: 27

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Use the filter function to search for the personnel area.
- B. Add the SPLIT\_DATA\_REQUIRED switch to the InfoSet.
- C. Rewrite the Ad Hoc Query definition.
- D. Add the DATA\_REQUIRED switch to the InfoSet.

**Answer: D**

### Question: 28

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. Human Resource Information System (HIS) Query
- B. Ad Hoc Query
- C. Business Warehouse (BW) Query
- D. InfoSet Query

**Answer: C**

### Question: 29

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What should you recommend?

- A. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- B. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.
- C. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- D. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.

**Answer: D**

### Question: 30

You are developing an InfoSet for a Time Management report. Which logical database should you select?

- A. PCH
- B. PLOGI
- C. PNPCE
- D. PAP

**Answer: C**

### Question: 31

Which tasks can be accomplished with the ABAP List Viewer? (Choose two.)

- A. Create/delete cluster data
- B. Filter for data
- C. Format totals
- D. Create/delete master data

**Answer: B, C**

### Question: 32

You want to write a custom report on SAP Payroll results. Which reporting tools would you use to create this report? (Choose two.)

- A. Ad Hoc Query
- B. Report Writer
- C. SAP Query
- D. ABAP List Viewer

**Answer: A, C**

### Question: 33

How can set operations be used in Ad Hoc Query? (Choose two.)

- A. To create intersections or unions
- B. To filter by negative selections
- C. To analyze trends
- D. To choose reporting output fields

**Answer: A, B**

### Question: 34

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? (Choose three.)

- 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: B, D, E**

### Question: 35

Which of the following are functions of the logical database in Reporting? (Choose three.)

- A. Selection screen definition
- B. Data retrieval
- C. Database storage
- D. Authorization checks
- E. Transaction processing

**Answer: A, B, D**

### Question: 36

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

**Answer: D**

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