# C_THR12_67<sup>Q&As</sup>

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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**QUESTION 1**

Which views are available in the Time Manager\\'s Workplace? Please choose the correct answer. Response:

A. Multi-Day, Multi-Person, and One Day View

B. Expert Mode, Team View, and Detail Maintenance

C. Team View, One Day View, and Detail Maintenance

D. Detail Maintenance, Expert Mode, and Multi-Person

Correct Answer: A

**QUESTION 2**

Which of following master data fields are named in the definition of the authorization object P_ORGIN?

There are 3 correct answers to this question.

Response:

A. Personnel Subarea

B. Employee Group

C. Employee Subgroup grouping

D. Employee Subgroup

E. Personnel Area

Correct Answer: BDE

**QUESTION 3**

Which of the following will ensure that a position can have only one Vacancy infotype record valid for any given period?

A. Infotype Maintenance

B. Time Constraint

C. Validity Period

D. Object Characteristics

Correct Answer: B

**QUESTION 4**

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

F. Company

Correct Answer: CDE

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**QUESTION 5**

What can you do with the Object tools found in the SAP easy access menu for Organizational

Management?

There are 3 correct answers to this question.

Response:

A. Delimit infotype

B. Translate language-dependent text

C. Change status

D. Execute actions

E. Copy structures

Correct Answer: CDE

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**QUESTION 6**

Response:

A. Create/delete cluster data

B. Filter for data

C. Format totals

D. Create/delete master data

Correct Answer: BC

**QUESTION 7**

You need to record an exception to an employee\\\'s planned working time for a one-week period? What is

the most efficient way to achieve this? Please choose the correct answer.

Response:

A. Create a Substitutions infotype (IT2003)

B. Create an Absences infotype (IT2001)

C. Create a Time Recording information infotype (IT0050)

D. Create a Planned Working Time infotype (IT0007)

Correct Answer: D

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**QUESTION 8**

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).

Correct Answer: A

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**QUESTION 9**

Response:

A. BW reporting data could come from multiple systems.

B. The BW reports include sets of characteristics and key figures.

C. The BW reports are based on the logical databases PNPCE and PCH.

D. The BW reports allow for time series comparisons.

E. The foundation for the BW data has to be InfoSet Query.

Correct Answer: ABD

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**QUESTION 10**

Which two switches are mandatory to activate the integration between Personnel Administration and

Organizational Management? There are 2 correct answers to this question.

Response:

A. PLOGI ORGA

B. PLOGI PLOGI

C. PLOGI EVENB

D. PLOGI EVPAC

E. PLOGI PRELI

Correct Answer: AB

**QUESTION 11**

Which logical database must you use to create infosets exclusively for Organizational Management data?

Please choose the correct answer.

Response:

A. PNP

B. PCH

C. PNPCE

D. PAP

Correct Answer: B

**QUESTION 12**

What must you define to create and edit a custom object into the Organization and Staffing Interface

(PPOME)?

There are 2 correct answers to this question.

Response:

A. Search node for the new object

B. Interaction tools

C. Service request(s) with evaluation path

D. Column groups with header types

E. Tab page definition

Correct Answer: AC

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**QUESTION 13**

A US company wants specific field characteristics (optional, required, hidden) to be different for some

areas of the organization. How can you achieve this? Please choose the correct answer.

Response:

A. Maintain the ADDRS feature to determine screen control for foreign addresses.

B. Set up an Infotype menu for fast data entry.

C. Configure multiple header definition settings for use on the Header Structure per Infotype table.

D. Adjust the screen modifications in the Infotype Screen Control table.

Correct Answer: D

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**QUESTION 14**

How do you designate a worker as part-time?

Please choose the correct answer.

Note: Answers of this question are not verified by our experts, please study yourself and select the

appropriate answers.

Response:

A. Modify the existing work schedule rule for full-time employees

B. Update Cap.util.M (capacity utilization level) on infotype IT0008

C. Configure absences to use clock time

D. Configure attendances to use clock time

Correct Answer: B

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**QUESTION 15**

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to

accomplish which outcome on IT0008 Basic Pay? Please choose the correct answer.

Response:

A. Propose the employee\\'s pay scale group and level from T510

B. Propose wage type amounts from T510

C. Determine the amount of the Annual salary (ASAL)

D. Determine the amount of the Benefit salary (BSAL)

Correct Answer: B

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