



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

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: ABD

QUESTION 2

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 3

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 4

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 5

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: BC

QUESTION 6

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 7

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 8

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

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