



Vendor: SAP

Exam Code: C_THR12_67

Exam Name: SAP Certified Application Associate - Human Capital Management with SAP ERP 6.0 EHP6

Version: DEMO

QUESTION 1

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay?

- 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)

Answer: B

QUESTION 2

Employees have half-day public holidays that need to be included in their work schedules.

RuleNoHoliday class

b123456789Hol.cl.next day

b123456789Weekday

1234567Variant

0101..x..... xxxxxxxxxxxxxxxxxB

How can you incorporate rule number 01 - as shown in the graphic - in the daily work schedule configuration?

There are 2 correct answers to this question.

Response:

- A. Configure a daily work schedule variant B for the shorter days.
- B. Configure a daily work schedule with zero planned hours on public holidays.
- C. Create a new period work schedule for half days.
- D. Configure a daily work schedule with DWS selection rule 01.

Answer: AD

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?

Please choose the correct answer.

Response:

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

Answer: A

QUESTION 4

Which of the following import methods can be selected in the Legacy System Migration Workbench (LSMW) object attributes?

There are 2 correct answers to this question.

Response:

- A. Fast entry
- B. Feature LGMST
- C. Batch input recording
- D. Intermediate document (Idoc)

Answer: CD

QUESTION 5

Which of the following definitions are part of the counting rule configuration? (Choose two)

- A. Variants
- B. Deduction Rules
- C. Base Entitlement
- D. Rounding Rules

Answer: BD

QUESTION 6

You set up time evaluation to accrue absence quotas for employees at the end of each pay period. You need to adjust these quotas periodically.

How could you accomplish this? Please choose the correct answer.

Response:

- A. Change the quota field directly on IT2006 (Absence Quotas).
- B. Enter the adjustment on (IT2013 Quota Corrections).
- C. Use report RPTQTA00 to overwrite the absence entitlement on IT2001 (Absences).
- D. Use report RPTQTA00 to overwrite the absence entitlement on IT2012 (Time Transfer Specifications).

Answer: B

QUESTION 7

An employee works on an internal project for one month. For this period, his personnel costs must be charged to a different cost center but he must remain assigned to the same position in Organizational Management (OM).

What is the recommended approach?

Please choose the correct answer.

Response:

- A. Assign a new cost center to the position through IT1001 (Relationship).
- B. Change the cost center in IT0001 (Organizational Assignment).
- C. Maintain the cost center in IT0027 (Cost Distribution).
- D. Change the cost center in IT1018 (Cost Distribution).

Answer: C

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).

Answer: A

QUESTION 9

Which of the following modules integrates with SAP Learning Solution? There are 3 correct answers to this question.

Response:

- A. Sales & Distribution
- B. Controlling
- C. Personnel Cost Planing
- D. Business Intelligence
- E. Travel Management

Answer: ABD

QUESTION 10

What is the first step when creating department and reporting structure?

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. Create the root organizational unit
- B. Create the job catalog
- C. Create the company code
- D. Create the chief position

Answer: A

QUESTION 11

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 the correct profile to each administrator.
- B. Create different profiles for each one of the time administrators.
- C. Assign administrators to different administrator groups in table T526.
- D. Assign different profiles in feature PINCH.

Answer: AB

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