



# IT認證考試題庫 專業平臺

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**Exam** : **C\_THR12\_2311**

**Title** : SAP Certified Associate –  
SAP HCM for SAP ECC or  
SAP S/4HANA

**Version** : DEMO

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.

- 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

**Answer: AC**

2.You want to activate activity allocations for time-related data, while disabling cost assignment.

Which of the following infotypes should you configure? Please choose the correct answer.

- A. IT2004 (Availability)
- B. IT2011 (Time Events)
- C. IT2001 (Absences)
- D. IT2005 (Overtime)

**Answer: C**

3.How is information populated in an SAP E-Recruiting candidate talent pool? There are 3 correct answers to this question.

- A. Third-party job board services can directly update the talent pool
- B. A candidate uses social media to update their own information
- C. Internal candidates update their own information
- D. A recruiter enters and updates information for external candidates
- E. External candidates update their own information

**Answer: CDE**

4.The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes.

Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration? Please choose the correct answer.

- A. PLOGI PLOGI
- B. PLOGI ORGA
- C. PLOGI PERSN
- D. PLOGI EVENB

**Answer: B**

5.Some employees leave early on Fridays and are required to enter their absence time.

How can you ensure that quotas are not reduced for these types of absences? There are 2 correct answers to this question.

- A. Set the counting rule conditions to query the period work schedule variant
- B. Set the counting rule conditions to full day absences
- C. Set the counting rule conditions to query certain days
- D. Set the counting rule conditions for partial day absences

**Answer: CD**