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Exam : **C_THR12_66**

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

Version : Demo

1.You want to provide a real-time report on personnel data.

Which reporting tools would you use to create this report? (Choose two)

- A. Report Writer
- B. SAP NetWeaver Business Warehouse
- C. Ad Hoc Query
- D. SAP Query

Answer: C,D

2.Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS.?

- A. In the Documentation
- B. In the Country Assignment
- C. In the Administrative Data
- D. In the Structure

Answer: D

3.What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)? (Choose two)

- A. It can be a key field for a Customizing table.
- B. It displays the dotted-line reporting relationship.
- C. It can function as additional selection criteria on standard reports.
- D. It stores values for additional authorization checks.

Answer: C,D

4.Standard SAP ERP Organizational Management integrates with which of the following areas? (Choose two)

- A. Workflow
- B. Plant Maintenance
- C. Project Systems
- D. Sales and Distribution
- E. Controlling

Answer: A,E

5.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

Answer: C,D,E

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

Answer: C

7.Which of the following functions of the Employee Subgroup Grouping for Personnel Calculation Rules?

- A. Determines permissible time quota types
- B. Determines permissible wage types
- C. Determines the valid pay scale group and level
- D. Determines the correct processing steps in payroll

Answer: D

8.How do you link an employee's external time management system ID to a SAP personnel number?

- A. Assign identical numbers in the external time management system and in IT0031 (Reference Personnel Numbers).
- B. Create IT0050 (Time Recording) with the external time management system ID.
- C. Store the external time management system ID in the field SACHZ on IT0001 (Organizational Assignment).
- D. Create IT0105 (Communication) with the external time management system ID.

Answer: B

9.What is the purpose of IT0302 (Additional Actions)?

- A. Ensures only one personnel action can be saved per day per employee
- B. Ensures only one status-changing personnel action can be saved per day per employee
- C. Ensures multiple status-changing personnel actions can be saved per day per employee
- D. Ensures multiple non-status changing personnel actions can be saved per day per employee

Answer: D

10.You want to execute a termination action for an employee.

Which of the following infotypes should not be delimited as a standard practice?

- A. IT0040 (Objects on Loan)
- B. IT2006 (Absence Quotas)
- C. IT0008 (Basic Pay)
- D. IT0014 (Recurring Payments and Deductions)

Answer: C

11.You need to create a basic organizational structure for testing purposes.

Which interfaces would allow you to create one quickly while displaying it graphically? (Choose two)

- A. PO10 (Maintain Organizational Unit)
- B. PPOM_OLD (Simple Maintenance)
- C. PP01 (General – Maintain Object)

D. PPME (Change Matrix Organization)

E. PPSC (Create General Structure)

Answer: B,E

12. 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

13. You transferred objects created in Organizational Management into Personnel Administration tables using report RHINTE10.

Which of the following object tables are relevant for integration? (Choose three)

A. T527X (Organizational Units)

B. T513 (Jobs)

C. CSKS (Cost Centers)

D. T528B (Positions)

E. T777I (Infotypes Per Object Types)

Answer: A,B,D

14. Which characteristics can be assigned to a wage type in table V_T511 (Wage Type Characteristics)? (Choose three)

A. Indirect valuation module

B. Operation indicator (deduction wage type)

C. Rewritable

D. Processing class

E. Employee subgroup grouping for personnel calculation rule

Answer: A,B,C

15. You want to include an employee to a company code in the Enterprise Structure. To which of the following elements would you assign this employee?

A. Personnel Area

B. Employee Subgroup grouping

C. Employee Group

D. Personnel Subarea grouping

Answer: A