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Vendor: SAP

Exam Code: C_THR12_66

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

Version: Demo

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 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

QUESTION NO: 16

You have defined one infogroup for a new hire action. You want to distinguish between the infotypes presented for employees in different personnel areas. Which feature would you configure to accomplish this?

- A. ABKRS
- B. IGMOD
- C. PINCH
- D. TARIF

Answer: B

QUESTION NO: 17

Which of the following are standard prerequisites for an employee to use the Manager's Self Service? (Choose three)

- A. The organizational structure has been developed for the company.
- B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- C. The employee holds the chief position of an organizational unit.
- D. The employee has an active user ID assigned on IT0105 (Communication).
- E. The employee has authorization to use PA20 (Display Master Data) to display their employees' data.

Answer: A,C,D

QUESTION NO: 18

Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)? (Choose three)

- A. The feature LGMST
- B. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- C. The module TARIF
- D. The feature TARIF
- E. The infotype 1005 (Planned Compensation)

Answer: B,D,E

QUESTION NO: 19

During the payroll run, you discover that some employees are missing from the run but no warning or error messages are displayed. Which items would you check to find out why? (Choose two)

- A. Payroll control record for incorrect personnel numbers
- B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
- C. IT0001 (Organizational Assignment) for incorrect payroll area assignment
- D. IT0000 (Personnel Actions) for incorrect employment status

Answer: C,D

QUESTION NO: 20

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units. What would you recommend?

- A.** Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.
- B.** Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- C.** Use a structural report, select employees by organizational unit, and use an evaluation path containing only persons.
- D.** Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.

Answer: A

QUESTION NO: 21

What information can you maintain in IT0007 (Planned working time)? (Choose two)

- A.** Assignment of public holiday calendar
- B.** Dynamic assignment based on clock-in entries
- C.** Status of employee participation in time evaluation
- D.** Work schedule rule

Answer: C,D

QUESTION NO: 22

A customer complains about errors resulting from the manual entry of wage type values. You recommend using indirect valuation as a solution. Which of the following infotypes can use indirect valuation of wage types?

- A.** IT0014 Recurring Payments/Deductions IT0015 Additional Payments IT0027 Cost Distribution
- B.** IT0008 Basic Pay IT0014 Recurring Payments/Deductions IT0015 Additional Payments
- C.** IT2002 Attendances IT0416 Quota Compensation IT2010 Employee Remuneration Info
- D.** IT0008 Basic Pay IT0027 Cost Distribution IT2006 Leave Quota

Answer: B

QUESTION NO: 23

Which report identifies and creates missing objects relevant for consistent integration between Personnel Administration and Organizational Management?

- A. RHINTECHECK
- B. RPUDEL20
- C. RHINTE20
- D. RPUDELPN

Answer: C

QUESTION NO: 24

A customer needs to assign different public holiday calendars in their work schedule configuration. Where is the public holiday calendar assigned?

- A. Employee subgroup
- B. Public holiday class
- C. Organizational unit
- D. Personnel subarea

Answer: D

QUESTION NO: 25

You want to assign leave entitlement for union groups according to their contracts. How can you configure this?

- A. By creating different absence types and assigning them to the employee subgroups
- B. By creating a dynamic action on IT2001 (Absences) to input the default values for the quota
- C. By assigning a base entitlement rule to the Work Contract field on IT0001 (Organizational Assignment)
- D. By assigning quota type selection rule groups and generating absence quotas

Answer: D

QUESTION NO: 26

You want to structurally display organizational units and persons along the organizational structure.

Which evaluation path will allow you to do this?

- A. A003 S B002 P
- B. B003 S S A008 P B002 O
- C. A008 P
- D. A003 C C A008 P B002 O

Answer: B

QUESTION NO: 27

After installing the latest support packages to a test system you are facing a runtime error when running report RPPSTM00 (HR Master Data Sheet). You know that this report has not been modified.

What should you do first?

- A. Ask an ABAP developer to correct the error.
- B. Ask SAP Basis team to re-install the support packages.
- C. Check in the SAP support portal for relevant SAP notes.
- D. Report the problem to SAP.

Answer: C

QUESTION NO: 28

You must generate payroll periods for weekly, biweekly and monthly paid employees. Which

entries do you include on the generation screen? (Choose two)

- A. Employee subgroup
- B. Payday rule
- C. Payroll area
- D. Period parameters

Answer: B,D

QUESTION NO: 29

When an employee enters absence hours in Cross Application Time Sheet (CATS), you need to generate an error message in case of insufficient quota balance. Which of the following steps must be included in the configuration to accomplish this? (Choose two)

- A. CATS data entry profile
- B. CATS field validation
- C. Absence counting rule
- D. Absence Infotype
- E. Absence valuation rule

Answer: A,C

QUESTION NO: 30

Substitution types for IT2003 (Substitution) can be configured to accomplish which of the following results? (Choose two)

- A. To suggest a default alternate period work schedule (PWS) based on new clock times.
- B. To suggest an alternate holiday calendar based on the substitute work schedule.
- C. To ensure a regular night shift premium is paid to an employee if they are asked to work the day shift.
- D. To ensure a regular night shift premium is not paid to an employee when they request the day shift.

Answer: C,D

QUESTION NO: 31

You need to set up a reminder to notify the customer about the expiry of probation periods of employees one month in advance. The probation period is 3 months. What do you need to do? (Choose two)

- A. Define default values with DATAR feature.
- B. Select Lead/Follow-Up Time and Operator Values on IT0041 (Date Specifications).
- C. Set up a background job of the Date Monitoring report.
- D. Set up a dynamic action that creates an IT0019 (Monitoring of Tasks) record during a hiring or rehiring action.

Answer: C,D

QUESTION NO: 32

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

Answer: B

QUESTION NO: 33

Which processing option results in a historical infotype record being maintained in Personnel Administration? (Choose two)

- A. Delete an existing record
- B. Change an existing record
- C. Delimit with a new end date
- D. Copy with date change

Answer: C,D

QUESTION NO: 34

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

Rule	No.	Holiday class b123456789	Holiday cl.next day b123456789	Weekday 1234567	Variant
01	01	..X.....	xxxxxxxxxx	xxxxxxx	B

How can you incorporate rule number 01 – as shown in the graphic – in the daily work schedule (DWS) configuration? (Choose two)

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

Answer: A,B

QUESTION NO: 35

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 Quota Overview (PT50) and configure table T559L (Quota Configuration – Selection Rules).
- B. Configure schema TQTA (Generate Absence Quotas) and run program RPTIME00 (Time Evaluation).

C. Configure table T559L (Quota Configuration – Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).

D. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).

Answer: C

QUESTION NO: 36

Which of the following elements do you need to configure to create a new Absence counting rule?
(Choose two)

- A.** A personnel subarea grouping for time quota types
- B.** An employee subgroup grouping for time quota types
- C.** An employee subgroup grouping for work schedules
- D.** A personnel subarea grouping for leave types

Answer: A,B

QUESTION NO: 37

What infotypes hold the main characteristics of object type Job (C)? (Choose two)

- A.** IT1005 Planned Compensation
- B.** IT1000 Object
- C.** IT1007 Vacancy
- D.** IT0003 Description
- E.** IT1001 Relationship

Answer: B,E

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