

SAP

Exam C_THR12_65

**SAP Certified Application Associate - Human Capital Management
with SAP ERP 6.0 EHP5**

Version: 6.0

[Total Questions: 80]

Question No : 1

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area.

What do you have to configure?

- A. Modif W and the table V_T539J (Base wage type valuation)
- B. Modif 4 and the table V_T510S (Time wage type selection)
- C. Modif 2 and the table V_T510J (Constant valuations)
- D. Modif A and the table V_T554C (Absence valuation)

Answer: C

Question No : 2

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
- D. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.

Answer: C

Question No : 3

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks.

Which tool is best suited for this?

- A. Payroll control record

- B. Off-Cycle Workbench
- C. HR Process Workbench
- D. Interface Toolbox

Answer: C

Question No : 4

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included.

What do you have to include in the configuration of the rule? (Choose three.)

- A. Final processing rule
- B. Cumulation rule
- C. Time wage type selection rule
- D. Adjustment rule
- E. Processing class 01 rule

Answer: A,B,D

Question No : 5

A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns? (Choose two.)

- A. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- D. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

Answer: A,B

Question No : 6

Which of the following modules integrates with SAP Learning Solution?

(Choose three.)

- A. Financial Accounting
- B. Sales and Distribution
- C. Compensation
- D. Business Warehouse
- E. Travel Management

Answer: A,B,D

Question No : 7

Which of the following components are included in SAP ERP Talent Management?

(Choose three.)

- A. Learning Solution
- B. Pension Management
- C. SAP E-Recruiting
- D. Time Management
- E. Performance Management

Answer: A,C,E

Question No : 8

The SAP ERP Human Capital Management system stores all employee master data in infotype records. What can you use to process infotype records? (Choose three.)

- A. Initial entry maintenance
- B. Fast entry
- C. Overview entry
- D. Personnel actions
- E. Single screen maintenance

Answer: B,D,E

Question No : 9

A customer asks you about the different Human Capital Management (HCM) solutions available in SAP. Which solutions belong to SAP HCM? (Choose three.)

- A. Capacity Planning
- B. Workforce Process Management
- C. Talent Management
- D. End User Service Delivery (MSS/ESS)
- E. Task and Resource Management

Answer: B,C,D

Question No : 10

What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They are the most important control indicators in the personnel structure.
- B. They control default values for infotype fields.
- C. They control the security of the enterprise structure.
- D. They define the selection criteria for absences and attendances.

Answer: A

Question No : 11

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).

What is the employee group used for? (Choose three.)

- A. As a field to determine absence and attendance types
- B. As a field in authorization checks
- C. As a field to determine the holiday calendar
- D. As a field for decisions for default values

E. As a selection criterion for reporting

Answer: B,D,E

Question No : 12

Your employee receives a pay raise effective July 1st of the current year.

Which are the recommended options for updating the employee's master data? (Choose three.)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

Answer: A,B,D

Question No : 13

For what do you use the Talent Warehouse (Talent Pool) in SAP E-Recruiting? (Choose three.)

- A. To search for candidates whose skills match the requisition requirements
- B. To establish long-term relationships with candidates
- C. To initiate the recruitment process
- D. To search for unreleased profiles
- E. To classify internal and external candidates to talent groups

Answer: A,B,E

Question No : 14

Which of the following PA infotypes can be maintained through standard Employee Self-Service?