SAP

Exam P_HCMTM_64

SAP Certified Application Professional - HCM Talent Management with SAP ERP 6.0 EHP4

Version: 6.0

[Total Questions: 80]

Question No : 1

HR wants to monitor the maintenance of Personal Development (PD) master data.

Which methods are available to audit this?(Choose two)

A. Program RPUAUD00 for logged changes to standard infotypes 0001-0999.
B. Log of report starts accessing logical database PCH.
C. Log of report starts accessing logical database PNP.
D. Transaction PPOME for organization structure changes.
E. Program RHDOC_DISPLAY for logged changes to standard infotypes 1000-1999.

Answer: D,E

Question No : 2

Which areas are used by HCM Processes and Forms?(Choose two)

A. SAP Employee Interaction Center (EIC)
B. SAP Interactive Forms
C. SAP Business Workflow
D. SAP Network Process Integration (PI)

Answer: B,C

Question No : 3

An organization has the need to reduce their headcount. Therefore they need to identify jobs and positions that have to be retained based on critical business processes.

How can you determine what jobs and positions are critical?

A. Execute Complete Job Description (S_AHR_61016501) from Organizational Management Info System.
B. Execute Infotype Reporting (S_AHR_61016532) from Organizational Management Info System using Spec. Position Characteristics (infotype 1958).
C. Execute Profile Matchup (PEPM) from Personnel Development Info System.
D. Execute Complete Position Description (S_AHR_61016511) from Organizational

Management Info System.

Answer: B

Question No : 4

After having set up structural authorizations, your customer is experiencing slow system response times.

How can you improve system response times?

A. Delete all entries of structural authorization indexes and recreate each structural authorization profile.
B. Generate indexes for users assigned to these structural authorizations using RHBAUS00.
C. Increase database storage capacity to better process the complex indexing associated with building and maintaining structural authorizations.
D. Reduce the number of structural authorization profiles to allow fewer users access to the structural authorization objects.

Answer: B

Question No : 5

Your customer needs a 'Special Exempt' indicator on 'Job Attributes' (Infotype 1610).

What do you recommend?

A. Change the data dictionary definition of a standard text field.
B. Change the field attribute on Dialog Database Assignment Table (T777D).
C. Configure the Screen Modification Table (T588M) and set the field as a radio button.
D. Customize the Infotype to add a radio button for the additional field.

Answer: D

Question No : 6

Which action is required for using structural authorizations?

A. Configure and run the profile generator.
B. Implement the organizational key.
C. Create and activate authorization objects.
D. Assign authorization profiles to users.

Answer: D

Question No : 7

A customer would like to have a batch process to automate the update of the Appraiser (new manager) on the review form based on employees' transfer. Therefore, a custom program must be developed.

Which functionality should be implemented in a custom program to meet this requirement?

A. Update Organizational Unit assignment on the incomplete appraisal form of the transferred employees.
B. Update Appraiser assignment on the incomplete appraisal form of the transferred employees.
C. Release new appraisal form for the transferred employees with the new Organizational Unit assignment.
D. Release new appraisal form for the transferred employees with the new manager assigned as Appraiser.

Answer: B

Question No : 8

The Recruiter is searching for candidates using TREX search, but the system does not return any results.

How do you test the TREX search function?(Choose two)

A. Check the free text search and the Boolean search in the E-Recruiting frontend.
B. Execute transaction KRPO IMS: Monitoring (SKPR07).
C. Execute transaction Retrieval: Search Server Relation Monitor (SRMO).

D. Check the free text search and the Boolean search in the E-Recruiting backend.

Answer: A,B

Question No : 9

Your customer has implemented SAP Learning Solution (LSO) with Enhancement Pack 4, Organizational Management (OM) and Performance Management (PM) and requires that the managers are able to assign courses to their team member's performance appraisal document.

How do you provide this functionality?

A. Configure the integration of the performance appraisal template with the course catalogue.
B. Install the business package HCM_LSO_VLR and set up the parameter for the Add Course from LSO BAdI.
C. Configure the performance appraisal template using the ORG_PM_APPR and add course to PM Template BAdI.
D. Set up custom evaluation path and mandatory relationships to assign trainings to employees via selected organizational units.

Answer: B

Question No : 10

Your customer needs to manage their employees' performance by developing Key Performance Indicators (KPIs) that support the Cascading Goals functionality in SAP ECC 6.0 EhP4.

How can you do this?(Choose two)

A. Install the application available in the portal for Business Package 1.40, configure the setting Organizational Goals using the wizard and assign the 'Talent Management Specialist' role to appropriate users.
B. Implement a BAdI to add Cascading Goals for all types of goals and three fixed enhancements for adding Corporate Goals, Team Goals and Core Values.
C. Assign the Performance Management Specialist role to appropriate users to establish the Corporate goals and Core Values, and cascade them through all levels of the company.

D. Configure the goal details and the KPI measurement on the appraisal template in the predefined Performance Management Process User Interface.

Answer: A,B

Question No : 11

Your customer asks for a graphical representation of the Organizational Structure.

What options do you recommend?(Choose two)

A. Use the report Organizational Structure with Positions via S_AHR_61016494 and create the layout via SAP Report Painter.
B. Use the report Structure Navigation Instrument via S_AHR_61016529.
C. Use the Nakisa OrgChart solution.
D. Use the program HIS: Access Object via PPIS.

Answer: C,D

Question No : 12

Your customer needs an automatic closure of the appraisals for employees whose employment has been terminated.

How do you enhance the custom program to meet this requirement?

A. Use function module Change Document Status
(HRHAP00_DOCUMENT_CHANGE_STATUS).
B. Use function module Get List (HRHAP00_DOCUMENT_GET_LIST).
C. Implement BAdI Business Check Elements (HRHAP00_BC_ELEMENTS).
D. Implement BAdI Dynamic Cell Value Event (HRHAP00_DYN_EVENT).

Answer: A

Question No : 13

What can be used to set up the Adobe Portable Document Format (PDF) within the