

# C\_THR12\_67<sup>Q&As</sup>

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

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**QUESTION 1**

A work schedule rule must include half the normal work hours on Fridays and on half-day public holidays. Absences and quota deduction are calculated in days. How would you reduce the daily quota proportionally for an absence on one of these days? (Choose three)

- A. Set the counting rules to include 50% quota multiplier for hours.
- B. Set the deduction rules to query the different holiday classes.
- C. Set the counting rules to include a 50% quota multiplier for days.
- D. Set the counting rules to query the different holiday classes.
- E. Set the counting rules to query different conditions for the current day.

Correct Answer: CDE

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**QUESTION 2**

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA).

Which values can be imported from OM into PA?

There are 3 correct answers to this question.

Response:

- A. Employee Subgroup on IT0001 (Organizational Assignment)
- B. Work Schedule Rule on IT0007 (Planned Working Time)
- C. Weekly Working Hours on IT0007 (Planned Working Time)
- D. Planned Compensation on IT0008 (Basic Pay)
- E. Cost Center on IT0001 (Organizational Assignment)

Correct Answer: ADE

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**QUESTION 3**

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)

Correct Answer: BE

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#### QUESTION 4

Which functions are performed by the payroll control record? There are 3 correct answers to this question. Response:

- A. Locking master and time data so current or past changes cannot be made during the payroll process
- B. Determination of the country for which the payroll will be processed
- C. Definition of the earliest possible retroactive accounting date for each payroll area
- D. Locking and setting the limit for simulation runs so testing can take place
- E. Control and tracking of the individual stages of the payroll processing

Correct Answer: ACE

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#### QUESTION 5

What is the purpose of IT0105 (Communication)? (Choose two)

- A. To determine the default language for employee communication
- B. To store employee telephone numbers and e-mail addresses
- C. To activate the functions in the Business Workplace
- D. To assign system user names to personnel numbers

Correct Answer: BD

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