

## 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 customer wants to generate a report to analyze trends in employee headcount over the past five years. Which reporting tool do you recommend?

- A. Ad Hoc Query
- B. InfoSet Query
- C. Human Resource Information System (HIS) Query
- D. Business Warehouse (BW) Query

Correct Answer: D

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## QUESTION 2

Employees have half-day public holidays that need to be included in their work schedules. RuleNoHoliday class b123456789Hol.cl.next day b123456789Weekday 1234567Variant 0101..x..... xxxxxxxxxxxxxxxxxxxxB How can you incorporate rule number 01 as shown in the graphic in the daily work schedule configuration? There are 2 correct answers to this question. Response:

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

Correct Answer: AD

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## QUESTION 3

You want to repeat the process of finding additional objects along the subordinate organizational structure.

What would you add to the following evaluation path?

- O B003 S
- S B003 A
- A. O B012 S
- B. A A002 O
- C. O B002 O
- D. O B002 A

Correct Answer: C

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**QUESTION 4**

You assign indirect valuation module TARIF to a wage type on table T511 (Wage Type Characteristics) to accomplish which outcome on IT0008 Basic Pay? Please choose the correct answer.

Response:

- A. Propose the employee's pay scale group and level from T510
- B. Propose wage type amounts from T510
- C. Determine the amount of the Annual salary (ASAL)
- D. Determine the amount of the Benefit salary (BSAL)

Correct Answer: B

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**QUESTION 5**

You need to understand the concepts of Organizational Management. What are the functions of Organizational Management?

There are 3 correct answers to this question.

Response:

- A. To depict structures such as organizational and reporting
- B. To build the basis for the business workflow
- C. To allow for planning organizational changes
- D. To create hierarchical links to the HCM Enterprise structure
- E. To transfer controlling information on cost to FI

Correct Answer: ABC

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