

# C\_THR12\_66<sup>Q&As</sup>

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

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## QUESTION 1

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

Correct Answer: A

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## QUESTION 2

A customer wants to pay a cost of living allowance valued at between 2% and 5% of an employee's basic pay. How would you configure the wage type?

- A. Assign the indirect valuation module ANSAL and an amount on V\_T510 (Pay Scale Groups).
- B. Assign the indirect valuation module TARIF and an amount on V\_T510 (Pay Scale Groups).
- C. Assign the indirect valuation module PRZNT as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).
- D. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V\_T511 (Wage Type Characteristics).

Correct Answer: C

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## QUESTION 3

A customer requires that an absence type for a doctor's appointment can only be entered for part of a day and also reduces a quota.

How do you configure Absence Input Checks and Entry Screens for the absence type in Customizing to meet this requirement? (Choose two)

- A. Leave both the minimum and maximum duration fields blank.
- B. Assign a fraction of a day in the minimum duration field.
- C. Assign screen 2001 for quota deduction.
- D. Leave the minimum duration field blank and enter 999 for the maximum duration limit.

Correct Answer: AC

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**QUESTION 4**

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

Correct Answer: D

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**QUESTION 5**

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.

Correct Answer: CD

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**QUESTION 6**

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 7**

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

**QUESTION 8**

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.

Correct Answer: AB

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**QUESTION 9**

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

Correct Answer: B

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**QUESTION 10**

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

Correct Answer: ABC

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**QUESTION 11**

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.

Correct Answer: CD

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**QUESTION 12**

A customer requires a report for employees with qualifications according to personnel area. How can you restrict the output to display only employees who actually have qualifications?

- A. Rewrite the Ad Hoc Query definition.
- B. Use the filter function to search for the personnel area.
- C. Add the SPLIT\_DATA\_REQUIRED switch to the report selection.
- D. Add the DATA\_REQUIRED switch to the InfoSet.

Correct Answer: D

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**QUESTION 13**

The customer does need all of the infotypes shown in PA30.

How do you set up PA30 to only show the infotypes required by the user?

- A. Remove the infotypes from the infotype menu.
- B. Remove the infotypes by changing the screen header.
- C. Remove the infotypes from P\_ORGIN from the authorization roles of the users.
- D. Remove the infotypes from the infogroup.

Correct Answer: A

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**QUESTION 14**

A customer wants to improve data accuracy by assigning values in Organizational Management (OM) that default into Personnel Administration (PA). Which of the following values can be imported from OM into PA? (Choose three)

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

Correct Answer: CDE

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## QUESTION 15

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

Correct Answer: C

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