

SAP EDUCATION

SAMPLE QUESTIONS: C_THR12_64

SAP Certified Application Associate – Human Capital Management with SAP ERP 6.0 EHP4 - [print view](#)

Disclaimer: These sample questions are for self-evaluation purposes only and do not appear on the actual certification exams. Answering the sample questions correctly is no guarantee that you will pass the certification exam. The certification exam covers a much broader spectrum of topics, so do make sure you have familiarized yourself with all topics listed in the exam competency areas before taking the certification exam.

Questions

1. A customer wants to store pay scale data on IT0008 (Basic Pay) for their employees.

Which configuration steps are necessary?

Please choose the correct answer.

a)	<input type="radio"/>	Define a pay scale type and pay scale area, a personnel subarea grouping for collective agreement provision, and a pay scale group for the employees.
b)	<input type="radio"/>	Define a pay scale group and an employee subgroup grouping for collective agreement provision, and the feature LGMST.
c)	<input type="radio"/>	Define a pay scale type and pay scale area, an employee subgroup grouping for collective agreement provision, and a pay scale group for the employees.
d)	<input type="radio"/>	Define a pay scale group, pay scale level, and basic pay wage type with the module variant A for ARBPL.

2. A fixed bonus of 15% of annual salary is paid to all salaried employees.

How would you configure the automatic calculation of the amount?

Please choose the correct answer.

a)	<input type="radio"/>	Assign indirect valuation module PRZNT in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).
b)	<input type="radio"/>	Assign indirect valuation module SUMME in table T511 (Wage Type Characteristics) and configure table T539J (Base Wage Type Valuation).
c)	<input type="radio"/>	Configure table T539A (Default Wage Type Model) and configure feature LGMST to default the correct indirect amount.
d)	<input type="radio"/>	Configure table T511_B (Wage Type Permissibility) and configure feature ABKRS to default the correct indirect amount.

3. A customer wants to generate absence quotas based on seniority, and also reduce for any inactive employment periods.

Where do you configure this?

Please choose the correct answer.

a)	<input type="radio"/>	Schema TQTA (Generate Absence Quotas)
b)	<input type="radio"/>	Table T559L (Quota configuration – Selection Rules)
c)	<input type="radio"/>	Feature QUOMO (Determination of quota type selection rule group)
d)	<input type="radio"/>	Report RPTQTA00 (Generate Absence Quotas)

4. Some employees leave early on Fridays and are required to enter their absence time.

How can you ensure that quotas are not reduced for these types of absences?

Note: There are 2 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	Set the counting rule conditions to query the period work schedule variant
b)	<input type="radio"/>	Set the counting rule conditions to full day absences
c)	<input type="radio"/>	Set the counting rule conditions to query certain days
d)	<input type="radio"/>	Set the counting rule conditions for partial day absences

5. Which are the main elements of the Roadmap structure screen?

Please choose the correct answer.

a)	<input type="radio"/>	Roadmap structure Blueprint area Go-live Area
b)	<input type="radio"/>	Roadmap structure Blueprint area Attachments Area
c)	<input type="radio"/>	Roadmap structure Viewing/Text area Go-live Area
d)	<input type="radio"/>	Roadmap structure Viewing/Text area Attachments Area

6. Which component of SAP NetWeaver realizes cross-system application processes?

Please choose the correct answer.

a)	<input type="radio"/>	SAP Master Data Management (SAP MDM)
b)	<input type="radio"/>	SAP Exchange Infrastructure (SAP XI)
c)	<input type="radio"/>	SAP Business Warehouse (SAP BW)
d)	<input type="radio"/>	SAP Enterprise Portal (SAP EP)

7. What does the SAP Web AS provide?

Please choose the correct answer.

a)	<input type="radio"/>	Storage of all transactional documents in one single database
b)	<input type="radio"/>	Master data harmonization across SAP NetWeaver
c)	<input type="radio"/>	J2EE and ABAP in a single environment

d)	<input type="radio"/>	Real-time data exchange with all SAP systems
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8. A customer needs a report which combines time wage types generated from time evaluation with employees' pay data from IT0008 (Basic Pay).

What do you propose?

Please choose the correct answer.

a)	<input type="radio"/>	Create an individual report based on the logical database PNPCE
b)	<input type="radio"/>	Use standard report RPTABS20 (Absence and Attendance Data Overview)
c)	<input type="radio"/>	Create an individual cluster report
d)	<input type="radio"/>	Use standard report RPTBAL00 (Cumulated Time Evaluation Results)

9. In order to load a custom report to the SAP Easy Access Menu you must determine the technical name of the query.

How do you find the technical name of an Ad Hoc Query?

Please choose the correct answer

a)	<input type="radio"/>	In Ad Hoc Query select query and choose Query > More Functions > Show report name.
b)	<input type="radio"/>	In Ad Hoc Query choose Query > Save as and enter a report name in the allowed name space..
c)	<input type="radio"/>	After saving the Ad Hoc Query, choose Settings > Show technical name.
d)	<input type="radio"/>	In the SAP Query select query and choose Query > More Functions > Show report name.

10. How can you distinguish a BW report from an SAP ERP HCM report?

Note: There are 3 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	The foundation for the BW data has to be Infocet Query.
b)	<input type="radio"/>	BW reporting data could come from multiple systems.
c)	<input type="radio"/>	The BW reports include sets of characteristics and key figures.
d)	<input type="radio"/>	The BW reports allow for time series comparisons.
e)	<input type="radio"/>	The BW reports are based on the logical databases PNPCE and PCH.

11. You need to understand the concepts of Organizational Management.

What are the functions of Organizational Management?

Note: There are 3 correct answers to this question.

Please choose the correct answers.

a)	<input type="radio"/>	To depict structures such as organizational and reporting
b)	<input type="radio"/>	To build the basis for the business workflow
c)	<input type="radio"/>	To allow for planning organizational changes
d)	<input type="radio"/>	To create hierarchical links to the HCM Enterprise structure
e)	<input type="radio"/>	To transfer controlling information on cost to FI

12. A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment.

What are relevant configuration steps to accomplish this?

a)	<input type="radio"/>	Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0416 (Quota Compensation)
b)	<input type="radio"/>	Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run
c)	<input type="radio"/>	Maintain counting class information for the absence and assign relevant wage types in IT0014 (Recurring Payments/Deductions)
d)	<input type="radio"/>	Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages)

13. During a payroll run, organizational data and planned working time are not being imported.

Which schema function or functions in transaction PE01 need to be enabled to fix this issue?

Please choose the correct answer.

a)	<input type="radio"/>	P0007
b)	<input type="radio"/>	WPBP
c)	<input type="radio"/>	P0001 and P0007
d)	<input type="radio"/>	P0001

14. Which of the following modules integrates with SAP Learning Solution?

Note: There are 3 correct answers to this question.

Please choose the correct answers

a)	<input type="radio"/>	Sales & Distribution
b)	<input type="radio"/>	Controlling
c)	<input type="radio"/>	Personnel Cost Planing
d)	<input type="radio"/>	Business Intelligence
e)	<input type="radio"/>	Travel Management

Solutions

1 a) Incorrect	2 a) Incorrect	3 a) Incorrect	4 a) Incorrect	5 a) Incorrect
1 b) Incorrect	2 b) Correct	3 b) Correct	4 b) Incorrect	5 b) Incorrect
1 c) Correct	2 c) Incorrect	3 c) Incorrect	4 c) Correct	5 c) Incorrect
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Correct	5 d) Correct
6 a) Incorrect	7 a) Incorrect	8 a) Correct	9 a) Incorrect	10 a) Incorrect
6 b) Correct	7 b) Incorrect	8 b) Incorrect	9 b) Incorrect	10 b) Correct
6 c) Incorrect	7 c) Correct	8 c) Incorrect	9 c) Incorrect	10 c) Correct
6 d) Incorrect	7 d) Incorrect	8 d) Incorrect	9 d) Correct	10 d) Correct
				10 e) Incorrect
11 a) Correct	12 a) Incorrect	13 a) Incorrect	14 a) Correct	
11 b) Correct	12 b) Correct	13 b) Correct	14 b) Correct	
11 c) Correct	12 c) Incorrect	13 c) Incorrect	14 c) Incorrect	
11 d) Incorrect	12 d) Incorrect	13 d) Incorrect	14 d) Correct	
11 e) Incorrect			14 e) Incorrect	

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