

SAP EDUCATION

SAMPLE QUESTIONS: C_THR12_65

SAP Certified Application Associate – Human Capital Management with SAP ERP 6.0 EHP5

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

2 A customer needs to ensure the correct pay scale type and area is entered on IT0008 (Basic Pay). What could you configure to achieve this?

Note: There are 2 correct answers to this question.

a)	<input type="radio"/>	Define default values on IT2010 (Employee Remuneration)
b)	<input type="radio"/>	Configure module TARIF
c)	<input type="radio"/>	Assign pay scale type and area to personnel area/subarea
d)	<input type="radio"/>	Define default values on IT1008 (Account Assignment Features)
e)	<input type="radio"/>	Configure feature TARIF

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

4. A customer wants to generate absence quotas using seniority in a base entitlement rule. The base entitlement rule should have a reduction rule that prorates for any inactive employment periods.

Where do you assign this to a quota?

Please choose the correct answer.

a)	<input type="radio"/>	Feature QUOMO (Determination of Quota Type Selection Rule Group)
b)	<input type="radio"/>	Schema TQTA (Generate Absence Quotas)
c)	<input type="radio"/>	Table T559L (Quota Configuration – Selection Rules)
d)	<input type="radio"/>	Report RPTQTA00 (Generate Absence Quotas)

5. Which of the following is a typical process sequence for selling products from stock?

Please choose the correct answer.

a)	<input type="radio"/>	Incoming order -> Transport/delivery -> Billing -> Dunning and payment
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b)	<input type="radio"/>	Incoming order -> Goods receipts/transport -> Dunning and payment -> Billing
c)	<input type="radio"/>	Purchase requisition -> Billing -> Transport/goods receipts -> Dunning and payment
d)	<input type="radio"/>	Purchase requisition -> Delivery/transport -> Dunning and payment -> Billing

6. Which is the first task you need to perform to include an Ad Hoc Query report in the SAP Easy Access menu?

Please choose the correct answer.

a)	<input type="radio"/>	Find the transaction code of the query.
b)	<input type="radio"/>	Find the technical name of the query.
c)	<input type="radio"/>	Assign the Ad Hoc Query to an area menu.
d)	<input type="radio"/>	Assign the Ad Hoc Query to a Payroll infotype.

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

Note: There are 3 correct answers to this question.

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

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

Which payroll function should be enabled in the schema to fix this issue?

Please choose the correct answer.

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

9. How does the system respond when an infotype record exists with time constraint 1 and a new record is added?

Please choose the correct answer. P.

a)	<input type="radio"/>	The system automatically extends the previous record and creates an additional record.
b)	<input type="radio"/>	The system delimits the overlapping record on the key date and creates an additional record.
c)	<input type="radio"/>	The system creates an additional overlapping record.
d)	<input type="radio"/>	The system deletes the current record and adds the new one.

Solutions

1 a) Incorrect	2 a) Incorrect	3 a) Incorrect	4 a) Incorrect	5 a) Correct
1 b) Correct	2 b) Incorrect	3 b) Correct	4 b) Incorrect	5 b) Incorrect
1 c) Incorrect	2 c) Correct	3 c) Incorrect	4 c) Correct	5 c) Incorrect
1 d) Incorrect	2 d) Incorrect	3 d) Incorrect	4 d) Incorrect	5 d) Incorrect
	2 e) Correct			
6 a) Incorrect	7 a) Correct	8 a) Incorrect	9 a) Incorrect	
6 b) Correct	7 b) Correct	8 b) Incorrect	9 b) Correct	
6 c) Incorrect	7 c) Incorrect	8 c) Incorrect	9 c) Incorrect	
6 d) Incorrect	7 d) Correct	8 d) Correct	9 d) Incorrect	
	7 e) Incorrect			

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