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C_THR12_65

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



Exam A

QUESTION 1

A customer wants to use the same wage type for a special payment such as hazardous pay and have the rate vary by personnel area.

What do you have to configure?

- A. Modif W and the table V_T539J (Base wage type valuation)
- B. Modif 4 and the table V_T510S (Time wage type selection)
- C. Modif 2 and the table V_T510J (Constant valuations)
- D. Modif A and the table V_T554C (Absence valuation)

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 2

A customer continues to pay some employees for a period of time after they are terminated. These employees should also be processed in retro calculation runs.

What do you recommend?

- A. Terminate the employee with the future date up to which you want to continue regular processing and use the payroll driver to force any retro runs.
- B. Terminate the employee and enter the date up to which you want to continue processing payroll in the Accounted to field on IT0003.
- C. Terminate the employee and enter the date up to which you want to continue processing payroll in the Run Payroll up to field on IT0003.
- D. Terminate the employee with the future date up to which you want to continue payroll processing so they are included in regular and retro runs.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 3

Your customer wants to automate off-cycle payroll tasks such as printing forms, execution of posting run, and printing checks.

Which tool is best suited for this?

- A. Payroll control record
- B. Off-Cycle Workbench
- C. HR Process Workbench
- D. Interface Toolbox

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 4

A customer asks you to configure an average calculation rule for hourly workers. The rule should determine an average daily overtime rate derived from all overtime earned during the previous three months. Any retroactive changes in pay should be included.

What do you have to include in the configuration of the rule? (Choose three.)

- A. Final processing rule
- B. Cumulation rule
- C. Time wage type selection rule
- D. Adjustment rule
- E. Processing class 01 rule

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 5 A customer is concerned that WPBP splits on the IT input table may lead to overpayments.

What explanations do you provide to address their concerns? (Choose two.)

- A. WPBP splits occur when an employee enters or leaves the company during a pay period. They are used to prorate their pay accordingly.
- B. WPBP splits occur when an employee's organizational assignment changes. They are used to allocate personnel costs to the correct cost center.
- C. WPBP splits occur when an employee's address changes during a pay period. They are used to allocate benefit deductions to the correct provider.
- D. WPBP splits occur when an employee's bank information changes during a pay period. They are used to allocate payments to the correct account.

Correct Answer: AB

Section: (none)

Explanation

Explanation/Reference:



QUESTION 6 Which of the following modules integrates with SAP Learning Solution? (Choose three.)

- A. Financial Accounting
- B. Sales and Distribution
- C. Compensation
- D. Business Warehouse
- E. Travel Management

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 7 Which of the following components are included in SAP ERP Talent Management? (Choose three.)

- A. Learning Solution
- B. Pension Management
- C. SAP E-Recruiting
- D. Time Management
- E. Performance Management

Correct Answer: ACE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 8 The SAP ERP Human Capital Management system stores all employee master data in infotype records.

What can you use to process infotype records? (Choose three.)

- A. Initial entry maintenance
- B. Fast entry
- C. Overview entry
- D. Personnel actions
- E. Single screen maintenance

Correct Answer: BDE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 9 A customer asks you about the different Human Capital Management (HCM) solutions available in SAP.

Which solutions belong to SAP HCM? (Choose three.)

- A. Capacity Planning
- B. Workforce Process Management
- C. Talent Management
- D. End User Service Delivery (MSS/ESS)
- E. Task and Resource Management

Correct Answer: BCD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 10 What is the principal purpose of employee subgroup groupings in SAP Human Capital Management?

- A. They are the most important control indicators in the personnel structure.
- B. They control default values for infotype fields.
- C. They control the security of the enterprise structure.
- D. They define the selection criteria for absences and attendances.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 11

Employee groups are created in Customizing and assigned to the employees on IT0001 (Organizational Assignment).



What is the employee group used for? (Choose three.)

- A. As a field to determine absence and attendance types
- B. As a field in authorization checks
- C. As a field to determine the holiday calendar
- D. As a field for decisions for default values
- E. As a selection criterion for reporting

Correct Answer: BDE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 12 Your employee receives a pay raise effective July 1st of the current year.

Which are the recommended options for updating the employee's master data? (Choose three.)

- A. Execute a change of pay action.
- B. Create a new record effective July 1st.
- C. Create a new record effective July 1st and delete the old record.
- D. Copy and update the existing record effective July 1st.
- E. Change the existing record effective July 1st.

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:



QUESTION 13 For what do you use the Talent Warehouse (Talent Pool) in SAP E-Recruiting? (Choose three.)

- A. To search for candidates whose skills match the requisition requirements.
- B. To establish long-term relationships with candidates.
- C. To initiate the recruitment process.
- D. To search for unreleased profiles.
- E. To classify internal and external candidates to talent groups.

Correct Answer: ABE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 14 Which of the following PA infotypes can be maintained through standard Employee Self-Service?

- A. IT0002 (Personal Data) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
 - B. IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details) IT0021 (Family Members/Dependents)
 - C. IT0000 (Actions) IT0006 (Address) IT0007 (Planned Working Time) IT0009 (Bank Details)
 - D. IT0001 (Organizational Management) IT0002 (Personal Data) IT0006 (Address) IT0009 (Bank Details)
- Correct Answer: B**

Section: (none)

Explanation

Explanation/Reference:

QUESTION 15 Qualifications are called Requirements when assigned to the following object types
(Choose three.):

- A. Job
- B. Work Center
- C. Person
- D. Position
- E. User

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 16 Which groupings are used to define the most important control indicators for
Time and Payroll?

- A. Personnel Area and Personnel Subarea
- B. Personnel Area and Employee Group
- C. Personnel Subarea and Employee Subgroup
- D. Employee Group and Employee Subgroup

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 17 What does the assigned payroll area on IT0001 (Organizational Assignment) determine for
an employee?

- A. Pay date and pay frequency
- B. Pay frequency and paid holidays
- C. Paid holidays and pay date
- D. Payroll schema and period parameter

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 18

An administrator needs to change the planned working time for an employee. The temporary new work schedule is different from the working time associated with any existing work schedule rule or any daily work schedules.

Which substitution element would you populate on IT2003 (Substitutions)?

- A. New working time

- B. New work schedule rule
- C. Different holiday calendar
- D. Different payment according to position

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 19

You have two time administrators. Both use the Time Manager's Workplace. One maintains time entries and runs time evaluation while the other should only maintain time entries. How

can you ensure that each time administrator only has access to the functions they require? (Choose two.)

- A. Assign different profiles in feature PINCH.
- B. Assign the correct profile to each administrator in their user parameters using transaction SU3 - Maintain User Profile.
- C. Create different profiles for each time entry requirement in Customizing.
- D. Assign administrators to different administrator groups in table T526.

Correct Answer: BC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 20

A customer wants to generate different absence quotas for union employees in different personnel areas using report RPTQTA00 (Generate Absence Quotas).

Which steps must be completed to meet this requirement?

- A. Configure table T559L (Quota Configuration - Selection Rules) and configure feature QUOMO (Determination of Quota Type Selection Rule Group).
- B. Configure schema TQTA (Generate Absence Quotas) and run program RPTBPC10 (LeaveAccrual and Quota Deduction).
- C. Configure feature QUOMO (Determination of Quota Type Selection Rule Group) and run program RPTBPC10 (Leave Accrual and Quota Deduction).
- D. Configure Quota Overview (PT50) and configure table T559L (Quota Configuration - Selection Rules).

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 21 A customer wants to implement the mini master for minimal time management.

Which of the following infotypes are among those required?

- A. IT0001 (Organization Assignment) and IT0002 (Personal Data)
- B. IT0002 (Personal Data) and IT2012 (Time Transfer Specifications)
- C. IT0001 (Organization Assignment) and IT0315 (Time Sheet Defaults)
- D. IT2010 (Employee Remuneration Information) and IT2012 (Time Transfer Specifications)

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 22 Which element is mandatory in daily work schedule configuration?

- A. Core times
- B. Tolerance time
- C. Minimum working time
- D. Daily work schedule class

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 23 Which is the typical sequence of steps in an ASAP roadmap?

- A. Project Preparation ? Business Blueprint ? Realization ? Final Preparation ? Go Live Support
- B. Project Preparation ? Final Preparation ? Business Blueprint ? Realization ? Go Live Support
- C. Project Preparation ? Realization ? Business Blueprint ? Final Preparation ? Go Live Support
- D. Business Blueprint ? Project Preparation ? Final Preparation ? Realization ? Go Live Support

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 24 Which of the following is a typical sequence of steps in a purchase-to-pay process?

- A. Purchase order -> Purchase requisition -> Goods receipt -> Invoice verification -> Payment
- B. Purchase requisition -> Purchase order -> Goods receipt -> Invoice verification -> Payment
- C. Purchase requisition -> Goods verification -> Purchase receipts -> Invoice receipts -> Payment
- D. Purchase requisition -> Goods issue -> Purchase verification -> Invoice receipts -> Payment

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 25 Which SAP NetWeaver component ensures company-wide unification of data and information in heterogeneous IT environments?

- A. Web Application Server (AS)
- B. Integration Broker
- C. Enterprise Portal
- D. Master Data Management

Correct Answer: D

Section: (none)

Explanation



Explanation/Reference:

QUESTION 26

Which infrastructure supports core business solutions in four subcomponents, including people integration, information integration, process integration, and application platform?

- A. SAP Exchange Infrastructure
- B. SAP Web AS
- C. SAP Business Process Management
- D. SAP NetWeaver

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 27 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. Use the filter function to search for the personnel area.
- B. Add the SPLIT_DATA_REQUIRED switch to the InfoSet.
- C. Rewrite the Ad Hoc Query definition.
- D. Add the DATA_REQUIRED switch to the InfoSet.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 28 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. Human Resource Information System (HIS) Query
- B. Ad Hoc Query
- C. Business Warehouse (BW) Query
- D. InfoSet Query

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 29

A customer requires a report that lists all employees in the Sales organizational unit and includes all subordinate organizational units.

What should you recommend?

- A. Use a sequential report, select employees by organizational unit, and use an evaluation path containing positions and persons.
- B. Use a structural report, select employees by position, and use an evaluation path containing positions and persons.

- C. Use a sequential report, select employees by personnel numbers, and use an evaluation path containing organizational units and persons.
- D. Use a structural report, select employees by organizational unit, and use an evaluation path containing organizational units and persons.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 30 You are developing an InfoSet for a Time Management report.

Which logical database should you select?

- A. PCH
- B. PLOGI
- C. PNPCE
- D. PAP

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 31 Which tasks can be accomplished with the ABAP List Viewer? (Choose two.)

- A. Create/delete cluster data
- B. Filter for data
- C. Format totals
- D. Create/delete master data



Correct Answer: BC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 32 You want to write a custom report on SAP Payroll results.

Which reporting tools would you use to create this report? (Choose two.)

- A. Ad Hoc Query
- B. Report Writer
- C. SAP Query
- D. ABAP List Viewer

Correct Answer: AC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 33 How can set operations be used in Ad Hoc Query? (Choose two.)

- A. To create intersections or unions
- B. To filter by negative selections
- C. To analyze trends
- D. To choose reporting output fields

Correct Answer: AB

Section: (none)

Explanation

Explanation/Reference:

QUESTION 34 A customer wants to generate reports on payroll results in Ad Hoc Query.

Which steps do you need to configure to create payroll results infotypes? (Choose three.)

- A. Import cluster data into IT0267 (Additional Off-Cycle Payments)
- B. Create and generate payroll infotypes
- C. Assign calculation rules to payroll infotypes
- D. Assign wage types to evaluation wage types
- E. Define evaluation wage types

Correct Answer: BDE

Section: (none)

Explanation

Explanation/Reference:



QUESTION 35 Which of the following are functions of the logical database in Reporting? (Choose three.)

- A. Selection screen definition
- B. Data retrieval
- C. Database storage
- D. Authorization checks
- E. Transaction processing

Correct Answer: ABD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 36 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.

- OR -> P P -> O O -> S O -> O OR -> OR
- B. P -> OR O -> S OR -> OR O -> P O -> O
- C. S -> P P -> OR O -> S O -> O OR -> OR
- D. OR -> O O -> S S -> P O -> O OR -> OR

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 37 A customer wants to use relationships to accurately depict their organizational structure.

Which are standard relationships between organizational objects? (Choose two.)

- A. A Position (S) can be described by multiple Jobs (C).
- B. An Organizational Unit (O) can incorporate multiple Positions (S).
- C. A Position (S) can belong to multiple Organizational Units (O).
- D. An Organizational Unit (O) can incorporate multiple Jobs (C).
- E. A Job (C) can describe multiple Positions (S).

Correct Answer: BE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 38 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? (Choose three.)

- 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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 39 A customer needs to make significant modifications to their existing organizational structure.

How would you proceed?

- A. Copy the enterprise structure into a new plan version and make the adjustments.
- B. Copy the current personnel structure into a new plan version and make the adjustments.
- C. Copy the current organizational plan into a new plan version and make the adjustments.
- D. Create an evaluation path with a new plan version.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 40

The customer notices that values created in Organizational Management are not defaulting into Personnel Administration infotypes.

Assuming you are working in the correct Plan Version, which integration switch should you check in the configuration?

- A. PLOGI PLOGI
- B. PLOGI ORGA
- C. PLOGI PERSN
- D. PLOGI EVENB

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 41

A customer wants to configure their organizational structure in the Organization and Staffing user interface (transaction PPOME).

What are the four main areas of the hierarchy framework in PPOME?

- A. Search area, Selection area, Overview area, Detail area
- B. Object area, Tools area, Overview area, Infotype area
- C. Menu area, Object area, Overview area, Infotype area
- D. Tools area, Search area, Overview area, Detail area



Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 42 Which planning statuses are available when creating new organizational objects?

- A. Submitted Approved Obsolete
- B. Vacant Approved Obsolete
- C. Planned Submitted Rejected
- D. Submitted Active Vacant

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 43

In the overview quadrant for transaction PPOME, how can you choose different views of the objects in the organizational structure (such as reporting, task assignment, or organizational structure)?

A.

- By using the Column configuration button
- B. By adding different profiles to your user parameters in SU3
- C. By choosing the "Search Term" function
- D. By choosing a different evaluation path from the "Goto" button

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 44 What can you assign to a position or a job object using IT1005 (Planned Compensation)?

- A. Pay grade, pay scale or direct valuation
- B. Default values of work schedule data
- C. Percentages for alternative cost distribution
- D. New relationships with other organizational objects

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 45 A customer has created a customer-specific internal object in Organizational Management.

How can you customize the relationships between the new object and objects delivered by SAP? (Choose two.)

- A. Create an allowed relationship between objects.
- B. Configure both the A and B relationships.
- C. Configure either the A or B relationship.
- D. Add your new object type to the customer specific table.

Correct Answer: AB

Section: (none)

Explanation

Explanation/Reference:

QUESTION 46 Which of the following are standard prerequisites for an employee to use the Manager's Desktop? (Choose three.)

- A. The employee holds the "chief position" of an organizational unit.
- B. The employee is designated as a manager using the organizational key on IT0001 (Organizational Assignment).
- C. The organizational structure has been developed for the company.
- D. The organization grants access through the SAP NetWeaver Portal.
- E. The employee has an active user ID assigned on IT0105 (Communication).

Correct Answer: ACE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 47 You need to create a custom personnel calculation rule (PCR) to cumulate several wage types that may have different characteristics.

Which operations must be included in your rule?

- A. ELIMI and ADDWT
- B. AVERA and DIVID
- C. ELIMI and MULTI
- D. ROUND and ADDWT

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 48 A customer wants to implement SAP Payroll and asks you to determine how many payroll areas they will need.

Which criteria do you consider to complete this task? (Choose two.)

- A. The pay frequencies
- B. The number of company codes
- C. The kind of employees (salaried, hourly)
- D. The pay period dates
- E. The number of days in work schedule rules

Correct Answer: AD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 49 During the payroll run, you discover that some employees are missing from the run, without any warning or error messages being output.

Which items would you check to find out why? (Choose two.)

- A. IT0000 (Personnel Actions) for incorrect employment status
- B. IT0008 (Basic Pay) for incorrect pay scale type/area assignment
- C. IT0001 (Organizational Assignment) for incorrect payroll area assignment
- D. Payroll control record for incorrect personnel numbers

Correct Answer: AC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 50 Due to a promotion, an employee receives a salary increase on IT0008 (Basic Pay) in the middle of the payroll period.

Which processing class and personnel calculation rule will ensure that the wage type is prorated accordingly?

Processing class 01 queried in personnel calculation rule X010

- A.
- B. Processing class 20 queried in personnel calculation rule XPPF
- C. Processing class 10 queried in personnel calculation rule XVAL
- D. Processing class 03 queried in personnel calculation rule X020

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 51 A customer pays a vacation bonus for each day of leave, depending on the employee's organizational assignment.

What do you need to configure to enable this?

- A. Maintain counting class information for the absence and assign relevant wage types in IT0007 (Planned Working Time).
- B. Copy and adjust personnel calculation rule XMOD (employee grouping for payroll accounting) and include a constant, daily vacation bonus in the payroll run.
- C. Include a constant, daily vacation bonus in the payroll run and assign relevant wage types in IT0007 (Planned Working Time).
- D. Maintain counting class information for the absence and adjust a copy of personnel calculation rule X017 (relevancy test for valuation of averages).

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 52 You need to outline the payroll process for the end users in a company. What is the correct sequence of steps?



- A. Release for Simulation ? Release for Payroll ? Exit ? Check Results
- B. Release for Payroll ? Release for Corrections ? Check Results ? Exit
- C. Release for Simulation ? Check Results ? Release for Corrections ? Exit
- D. Release for Payroll ? Release for Corrections ? Exit ? Check Results

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 53

Which operation in personnel calculation rule X013 (Valuation Bases - Division) provides the working hours per period as read from IT0008 and stored on the PARTT table?

- A. MULTI NRA
- B. RTE=TSDIVP
- C. GCY X014
- D. DIVID ARN

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 54 Which functions import HR master data into the payroll run?
(Choose three.)

- A. RAB
- B. WPBP
- C. PTIP
- D. PAB
- E. P2010

Correct Answer: ABE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 55

Your customer pays overtime to hourly employees. For the first three hours of overtime, an employee receives a 50% premium. For any hours beyond this, the premium increases to 100%.

What do you include in the wage type selection configuration?

- A. Two-time wage type selection rules with minimum and maximum conditions on time.
- B. Two derived wage types for the regular rate, both valuated at 100%.
- C. Four derived wage types for the regular rate with a different valuation base for all wage types.
- D. Four sequential time wage type selection rules with no conditions on time.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:



QUESTION 56 Which functions are performed by the payroll control record?
(Choose three.)

- 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

Section: (none)

Explanation

Explanation/Reference:

QUESTION 57

A customer wants to ensure that average working hours per period on IT0008 are updated when planned working hours on IT0007 change.

How can you achieve this?

- A. Configure feature SCHKZ to default updates on IT0008.

- B. Run report RPU51000 to update IT0008.
- C. Use a dynamic action to update IT0008.
- D. Use fast entry to update IT0008.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 58 You want to use rule ZY99 to process wage type 3201 from the old results table with the same processing for all employees.

How do you call the rule in the schema?

Func	Par1	Par2	Par3	Par4
PRT	ZY99	3201		

Func	Par1	Par2	Par3	Par4
PORT	ZY99			

Func	Par1	Par2	Par3	Par4
PLRT	ZY99	3201	NOAB	

Func	Par1	Par2	Par3	Par4
PORT	ZY99		NOAB	

A.

B. C.

D.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 59 Which feature should be used to default wage types on IT0008 (Basic Pay)?

- A. TARIF
- B. LGMST
- C. PINCH
- D. ARPBL

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 60 A customer complains about errors resulting from the manual entry of wage type values and you recommend using indirect valuation as a solution.

Which infotypes can use indirect valuation of wage types?

- A. IT0008 Basic Pay
 - IT0014 Recurring Payments/Deductions
 - IT0015 Additional Payments
- B. IT0014 Recurring Payments/Deductions
 - IT0015 Additional Payments
 - IT2010 Employee Remuneration Info
- C. IT0008 Basic Pay
 - IT0057 Membership Fees
 - IT2010 Employee Remuneration Info
- D. IT0083 Leave Compensation
 - IT0416 Quota Compensation
 - IT2010 Employee Remuneration Info

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 61 Which characteristics can be assigned to a wage type in table T511 (Wage Type Characteristics)?
(Choose three.)

- A. Operation indicator (deduction wage type)
- B. Indirect valuation module
- C. Processing class
- D. Employee subgroup grouping for personnel calculation rule
- E. Rewritable

Correct Answer: ABE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 62 Which items do you need to configure before generating payroll periods?

- A. Create control record -> Configure ABKRS -> Assign pay day rule -> Define holiday calendar
- B. Assign period parameters -> Create control record -> Configure LGMST -> Define holiday calendar
- C. Assign period parameters -> Define date modifiers -> Create control record -> Assign pay day rule
- D. Define holiday calendar -> Assign period parameters -> Define date modifiers -> Configure ABKRS

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 63 Which options can you use to determine default values for the pay scale type and area on IT0008 (Basic Pay)? (Choose three.)

- A. The feature TARIF
- B. The infotype 1005 (Planned Compensation)
- C. The table V_001P_C (IMG: Check Assignment of Pay Scale Structure to Enterprise Structure)
- D. The feature LGMST
- E. The module TARIF

Correct Answer: ABC

Section: (none)

Explanation

Explanation/Reference:

QUESTION 64 What is the purpose of the organizational key on infotype 0001 (Organizational Assignment)?

- A. It stores values for additional authorization checks.
- B. It stores employee-related text documents.
- C. It stores the calculated length of service from the date of hire.
- D. It stores the employee's supervisor.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 65 When terminating an employee, customers need to record and evaluate the various causes of termination.

What do you need to do to enable this?

- A. Configure a termination action and define reasons for the action type.
- B. Configure a termination action and assign a subtype to it.
- C. Configure a termination infogroup and link action reasons to the infogroup.
- D. Configure a termination infotype menu and define reasons for the menu.

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 66

A customer wants to ensure that any previously processed data changes on certain infotypes are taken into account in the next payroll processing run.

Which settings should be made on V_T582A (Infotype Attributes)?

- A. Set the Entry Before Earliest Retroactive Accounting Date indicator to allow for processing changes from previous periods.
- B. Set the List Time Periods indicator to record changes in previous periods.
- C. Set the Retroactive Accounting Relevance indicator to allow for processing changes from previous periods.
- D. Set the Time Constraint indicator to allow for processing changes from previous periods.

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:



QUESTION 67 A US company wants specific field characteristics (optional, required, hidden) to be different for some areas of the organization.

How can you achieve this?

- A. Maintain the ADDR5 feature to determine screen control for foreign addresses.
- B. Set up an Infotype menu for fast data entry.
- C. Configure multiple header definition settings for use on the Header Structure per Infotype table.
- D. Adjust the screen modifications in the Infotype Screen Control table.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 68 For the personnel number assignment, you require different number ranges for different personnel areas.

Using the feature NUMKR, where would you assign the default number range?

- A. In the operation
- B. In the return value
- C. In the structure

D. In the schema

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 69 What is the purpose of assigning module TARIF to a wage type on table T511 (Wage Type Characteristics)?

- A. To default pay grades and levels
- B. To default wage type amounts
- C. To default wage types
- D. To value the annual salary

Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 70 What can the Employee Subgroup Grouping for Personnel Calculation Rule determine during a payroll run?

- A. The valid pay scale group and levels for each employee
- B. The valuation bases wage type for both hourly and salaried employees
- C. The permissible wage types for infotype 0008 (Basic Pay)
- D. The valid pay grade for each employee



Correct Answer: B

Section: (none)

Explanation

Explanation/Reference:

QUESTION 71 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 PRZNT as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- B. Assign the indirect valuation module SUMME as well as a minimum/maximum number on V_T511 (Wage Type Characteristics).
- C. Assign the indirect valuation module ANSAL and an amount on V_T510 (Pay Scale Groups).
- D. Assign the indirect valuation module TARIF and an amount on V_T510 (Pay Scale Groups).

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 72 When processing payroll, the Payroll Administrator receives the error message "division by 0 is not possible" for one employee.

What could have caused this error?

- A. Feature LGMST defaults the wrong indirect amount on IT0008 (Basic Pay).
- B. Feature SCHKZ defaults the wrong indirect amount on IT0007 (Planned Working Time).
- C. The employee does not have an IT0008 (Basic Pay) with work hours per period.
- D. The employee does not have a valid time management status assigned on IT0007 (Planned Working Time).

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 73 Within a client, what is the correct sequence of steps for configuring the enterprise structure?

- A. Create Payroll Area ? Create Employee Group ? Create Employee Subgroup
- B. Create Personnel Area ? Create Personnel Subarea ? Create Payroll Area
- C. Create Company Code ? Create Personnel Area ? Create Personnel Subarea
- D. Create Personnel Area ? Create Personnel Subarea ? Create Country Groupings

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 74 Where do you find all the fields that can be used for decisions in a feature such as PINCH or ABKRS?



- A. In the Country Assignment
- B. In the Administrative Data
- C. In the Structure
- D. In the InfoSet

Correct Answer: C

Section: (none)

Explanation

Explanation/Reference:

QUESTION 75 Some work schedule rules include four hours work on Fridays and half day holidays. Absences and quota deduction are calculated in days.

How do you reduce the daily quota proportionally for an absence on one of these days? (Choose three.)

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

Correct Answer: ACE

Section: (none)

Explanation

Explanation/Reference:

QUESTION 76

An employee is on vacation. In addition to entering a vacation absence record, the employee also attempts to create an overtime record on the same day.

Which Time Constraint Class Reaction indicator do you assign to the absence and attendance type to prohibit this?

- A. A - The old record is delimited and the new record is created. All collisions are displayed.
- B. W - You can create a new record, but the record remains unchanged. All collisions are displayed.
- C. N - You can create a new record, but the record remains unchanged. Collisions are not displayed.
- D. E - The new record cannot be added and the system issues an error message. All collisions are displayed.

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 77 Which views are available in the Time Manager's Workplace?

- A. Multi-Day, Multi-Person, and One Day View
- B. Expert Mode, Team View, and Detail Maintenance
- C. Team View, One Day View, and Detail Maintenance
- D. Detail Maintenance, Expert Mode, and Multi-Person

Correct Answer: A

Section: (none)

Explanation

Explanation/Reference:

QUESTION 78 A customer needs to assign different public holiday calendars in their work schedule configuration.

To which part of the HR structure is the public holiday calendar assigned?

- A. Organizational structure
- B. Personnel structureC. Employee structure
- D. Enterprise structure

Correct Answer: D

Section: (none)

Explanation

Explanation/Reference:

QUESTION 79 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. Assign screen 2001 for quota deduction.



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

Correct Answer: AD

Section: (none)

Explanation

Explanation/Reference:

QUESTION 80

Employees have half-day public holidays that need to be included in their work schedules.

Rule	No	Holiday class b123456789	Hol.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 configuration? (Choose two.)

- 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

Section: (none)

Explanation

Explanation/Reference:

