DUMPSARENA

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

SAP C_THR12_65

Version Demo

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QUESTION NO: 1

Which element is mandatory in daily work schedule configuration?

A. Core times

B. Tolerance time

C. Minimum working time

D. Daily work schedule class

ANSWER: D

QUESTION NO: 2

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

ANSWER: B D E

QUESTION NO: 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

ANSWER: C

QUESTION NO: 4

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

ANSWER: A C

QUESTION NO: 5

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.

ANSWER: C

QUESTION NO: 6

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

Human Resource Information System (HIS) Query

B. Ad Hoc Query

C. Business Warehouse (BW) Query

D. InfoSet Query

Answer: C

A. Ad Hoc Query

B. Business Warehouse (BW) Query

C. InfoSet Query

ANSWER: B

QUESTION NO: 7

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

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

Answer: A,C,E

A. Determination of the country for which the payroll will be processed

B. Definition of the earliest possible retroactive accounting date for each payroll area

C. Locking and setting the limit for simulation runs so testing can take place

D. Control and tracking of the individual stages of the payroll processing

ANSWER: B D

QUESTION NO: 8

Qualifications are called Requirements when assigned to which of the following object types? (Choose three.)

A. Job

B. Work Center

C. Person

D. Position

E. User

ANSWER: A B D

QUESTION NO: 9

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.

ANSWER: A B D

QUESTION NO: 10

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

ANSWER: A

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