



C_THR12_67

SAP HR Certification Questions & Answers



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C_THR12_67

SAP Certified Application Associate - SAP HCM with ERP 6.0 EHP7

80 Questions Exam – 54% Cut Score – Duration of 180 minutes

C_THR12_67 Practice Test

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C_THR12_67 Questions and Answers Set

Question 1.

Which info types can be used do deduct time quotas?

Note: There are 2 correct answers to this question.

- a) Absences (IT2001)
- b) Employee Remuneration Info (IT2010)
- c) Vertime (IT2005)
- d) Attendances (IT2002)

Answer: a, c

Question 2.

How do you assign one job and several tasks to a position using the B 007 "describes by" relationship?

Please choose the correct answer.

- a) Assign time constraint 1 to the job.
- b) Assign time constraint 2 to the task.
- c) Assign a time constraint that depends on the target object.
- d) Assign time constraint 3 to the position.

Answer: c

Question 3.

What system switch is read when the data consistency check report (RHCHECK0) is executed?

Please choose the correct answer.

- a) PBABT PBABT
- b) PL GI EVENB
- c) PL GI PL GI
- d) PL GI RGA

Answer: c

Question 4.

Which of the following combinations are control indicators for employee subgroup groupings?

Please choose the correct answer.

- a) Substitution types Wage types
- b) Absence quotas Work schedule rules
- c) Availability types Wage types
- d) Absence types Work schedule rules

Answer: b

Question 5.

What can you configure to ensure that the Capacity Utilization field on the Basic Pay info type (IT0008) is automatically updated when an employee's work schedule rule is changed?

Note: There are 2 correct answers to this question.

- a) Workflow
- b) Fast entry
- c) Feature
- d) Dynamic action

Answer: a, d

Question 6.

Which of the following import methods can be selected in the Legacy System Migration Workbench (LSMW) object attributes?

Note: There are 2 correct answers to this question.

- a) Fast entry
- b) Feature LGMST

- c) Batch input recording
- d) Intermediate document (IDoc)

Answer: c, d

Question 7.

What can an employee use to record or display their time data?

Note: There are 3 correct answers to this question.

- a) Cross-Application time sheets
- b) Front-end time recording terminals
- c) HR administrator portal applications
- d) Employee self-service applications
- e) Info type maintenance screens

Answer: a, b, d

Question 8.

What recording method requires time capture for all planned work to be paid in SAP HCM Time Management?

Please choose the correct answer.

- a) Workforce
- b) Effort
- c) Exception
- d) Positive

Answer: d

Question 9.

What functions do features perform?

Note: There are 2 correct answers to this question.

- a) Calculate default hourly rate on the Basic Pay info type (IT0008).
- b) Propose default country on the Address info type (IT0006).
- c) Propose default values on the Planned Working Time info type (IT0007).
- d) Incorporate values from the organizational Assignment info type (IT0001).

Answer: c, d

Question 10.

Which of the following can a recruiter display using the standard short profile with the SAP NetWeaver Business Client (NWBC)?

Note: There are 3 correct answers to this question.

- a) Application activities
- b) Qualifications
- c) Date of birth
- d) Full name
- e) Hiring date

Answer: a, c, d

Question 11.

What is the purpose of using personnel subarea control indicators in SAP Time Management?

Note: There are 2 correct answers to this question.

- a) To determine the collective agreement provision
- b) To display shorter drop down lists for selection
- c) To define personal calculation rules
- d) To assign work schedules to an employee

Answer: b, d

Question 12.

Which organizational entity is used to determine the country grouping of an employee?

Please choose the correct answer.

- a) Cost center
- b) Employee group
- c) Personnel area
- d) Organizational unit

Answer: c

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